

# Results by Location

## UC San Francisco - staff

### What do you think works best to advance the careers of women at UC San Francisco?

- Professional development opportunities systemwide (5)
- Professional development (4)
- Networking opportunities (2)
- Mentorship and internship programs (2)
- Employment opportunities (1)
- Managers who support and develop staff (1)
- Career Centers/Ombuds Office/ Employee Assistance (1)

### What do you think most inhibits the advancement of women at UC San Francisco?

- Lack of supervisor support and poor management expertise (7)
- UC culture perceived as inequitable (6)
- Limited opportunities for advancement (3)
- Limited training and professional development opportunities (2)
- Need for self-empowerment (2)
- Limited mentoring opportunities for women (1)
- Limited family-friendly practices and policies/Child Care (1)
- Salary inequity (1)

### What suggestions do you have to improve opportunities for advancement for women at UC San Francisco?

- Communicate opportunities (6)
- Provide professional development opportunities (4)
- Provide mentoring, coaching and networking opportunities (1)

# Results by Location

## UC San Francisco - faculty

### What do you think works best to advance the careers of women faculty at UC San Francisco?

- Create UC climate change to promote equitable practices (8)
- Family friendly policies and procedures (2)
- Accessible and affordable child care (2)
- Funding (2)
- Hiring/tenure practices (1)
- Mentoring/Professional development (1)

### What do you think most inhibits the advancement of women faculty at UC San Francisco?

- UC culture perceived as inequitable (4)
- Limited family friendly policies and practices (4)
- Internal barriers (1)
- Limited mentoring/professional development opportunities (1)
- Inadequate child care (1)

### What suggestions do you have to improve opportunities for advancement for women faculty at UC Francisco?

- Institutional support for hiring/retention/advancement (5)
- Family friendly policies and practices (3)
- Child care (2)
- Networking (1)
- More female role models in leadership (1)
- Mentoring/Professional development (1)
- Data tracking for accountability and reporting of demographics (1)