



University of California
San Francisco

Mentorship AND Sponsorship are Crucial to Career Advancement for Women Faculty

Mitch Feldman, MD, MPhil

Professor of Medicine and Chief, DGIM

Associate Vice Provost, Faculty Mentoring

*Sponsored by UCSF Faculty Mentoring Program as part of
National Mentoring Month 2018*

2/5/2018

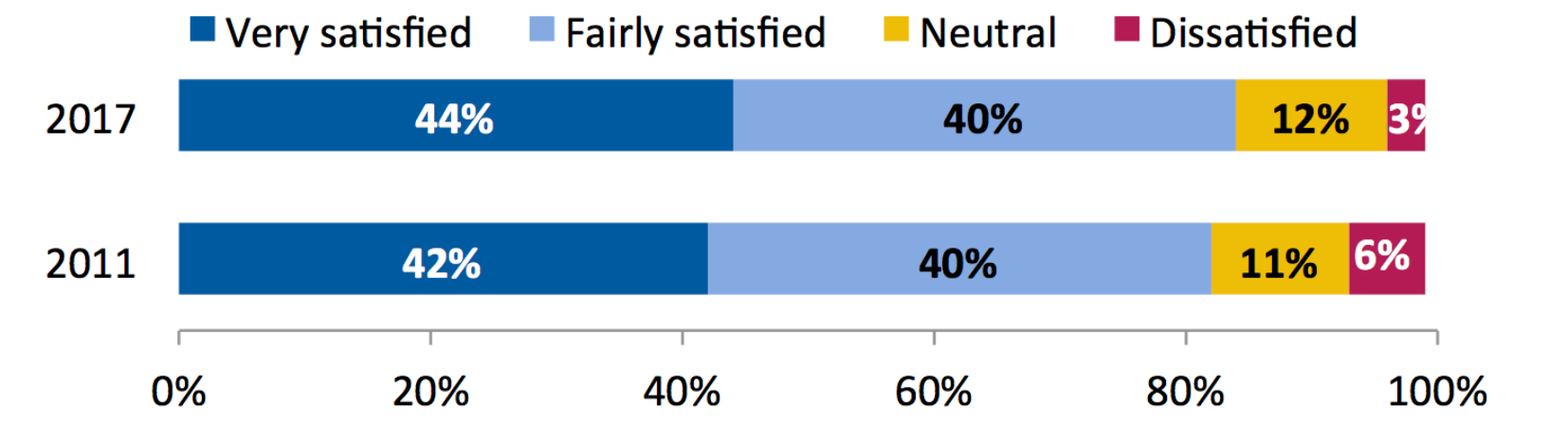
Mentoring Matters

“Mentoring, which has continued to grow, is a highly popular aspect of work life at UCSF. Faculty members who have had mentors report more positive views throughout the survey as compared to those who have not established those relationships.”

- Executive Summary, 2017 Climate Survey

Differences among the faculty (Appendix Table 43): Satisfaction with the quality of mentoring is fairly consistent across subgroups. However, URM faculty are more likely than others to be very satisfied in this regard.

Track: Mentees Satisfaction with Mentoring



Q5. (n=794) How satisfied are you with the quality of mentoring you've received? Very satisfied, fairly satisfied, neutral, fairly dissatisfied, very dissatisfied

Presenters:

- Elizabeth Ozer, PhD
- Amparo Villablanca, MD

Panelists:

- Claire Brindis, DrPh
- Julene Johnson, PhD
 - Nerissa Ko, MD
- Sharon Youmans, PharmD

Moderator:

- Sunita Mutha , MD



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Gender Matters: The UCSF Data Story

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Career Advancement for Women Faculty*

Elizabeth Ozer, Ph.D.

Professor

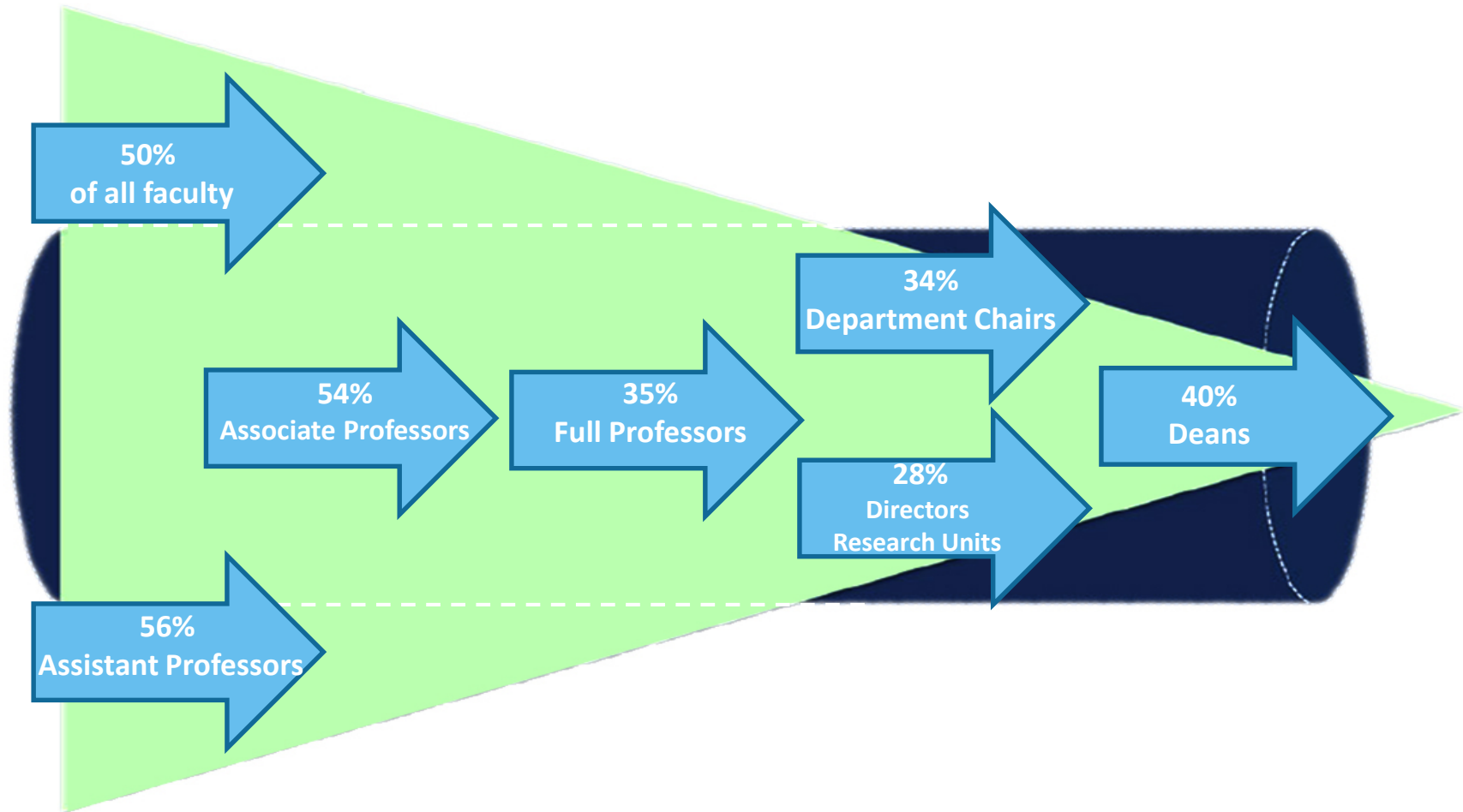
Division of Adolescent & Young Adult Medicine

Department of Pediatrics

Director of Research & Faculty Equity Advisors
UCSF Office of Diversity & Outreach



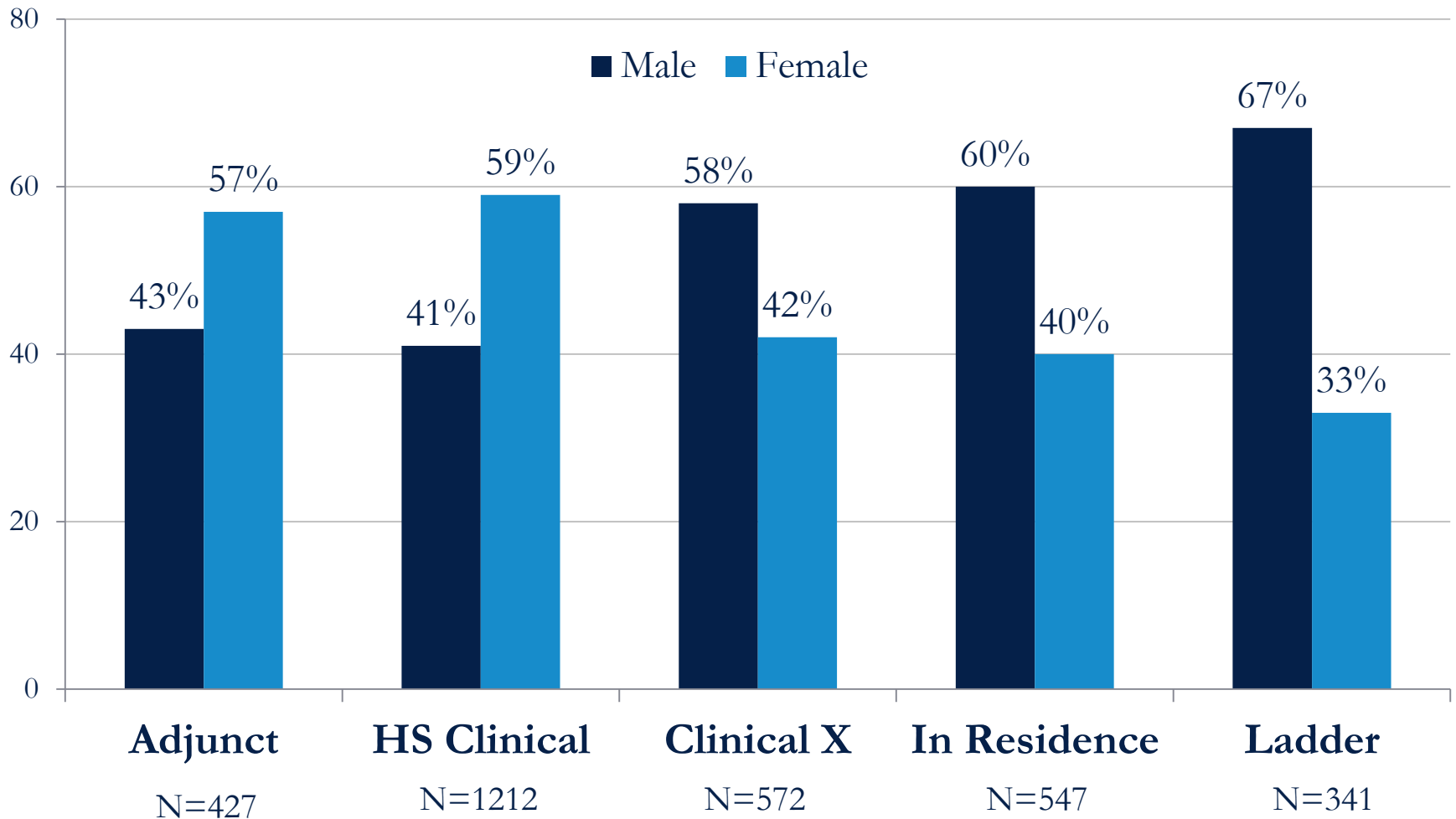
UCSF Female Faculty Pipeline



December 2017

UCSF Faculty Gender by Series

(n = 3099)

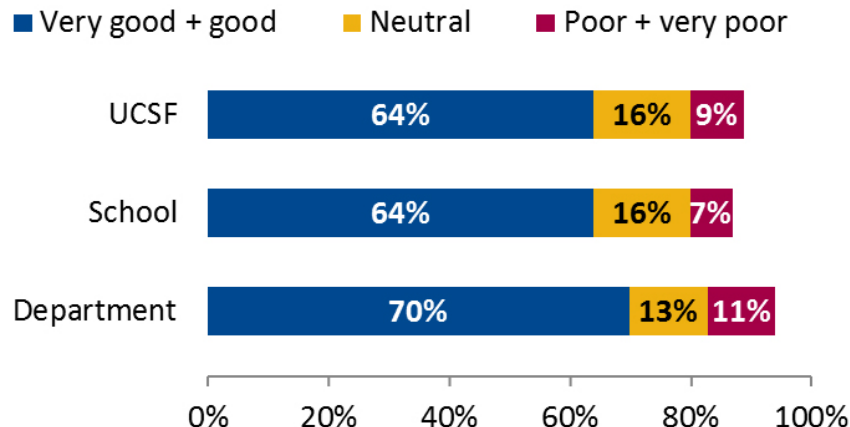


October 2017

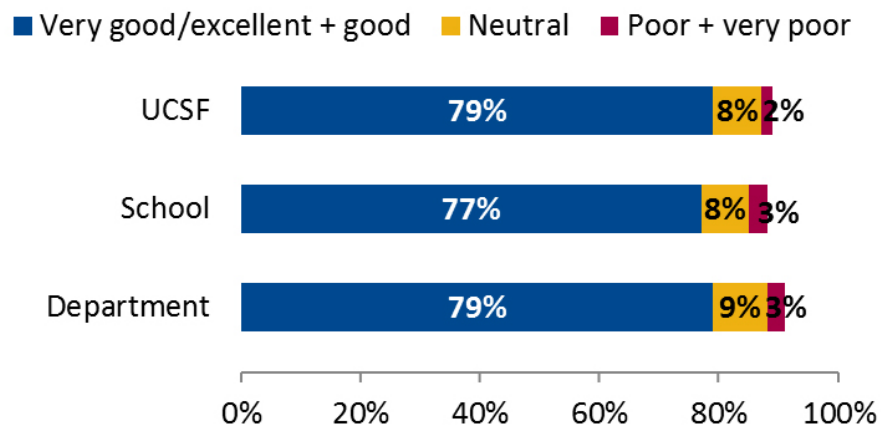
Climate for Men and Women, 2017

(as evaluated by both men and women)

Climate for Women



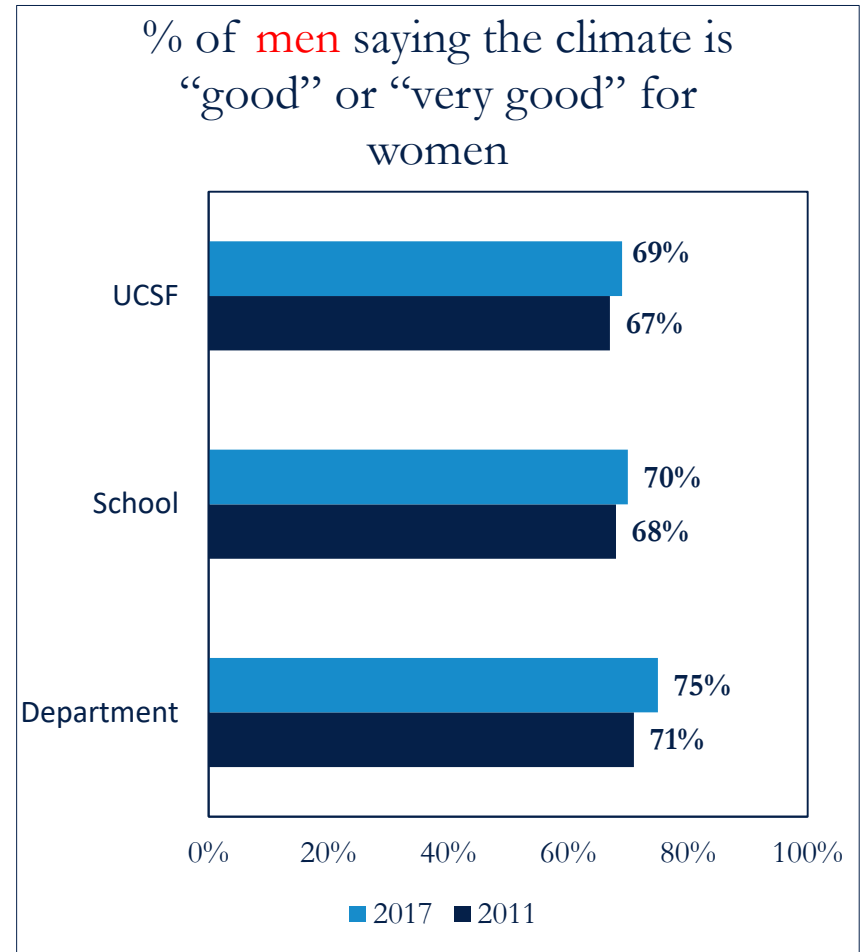
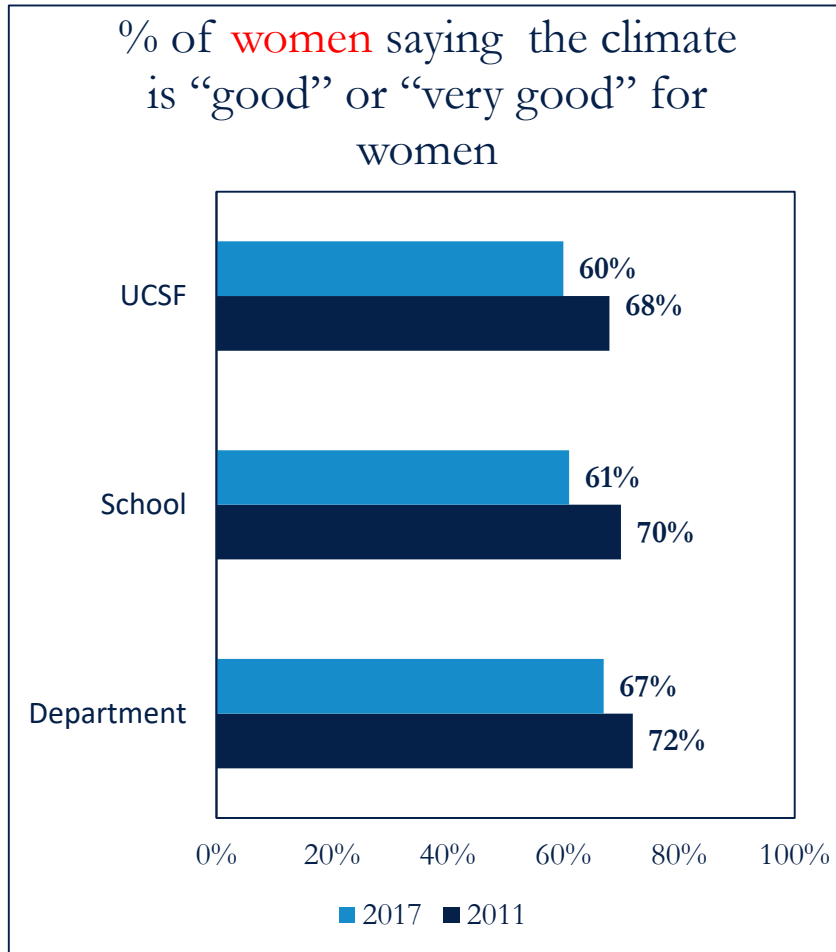
Climate for Men



UCSF Faculty Climate Survey April 2017

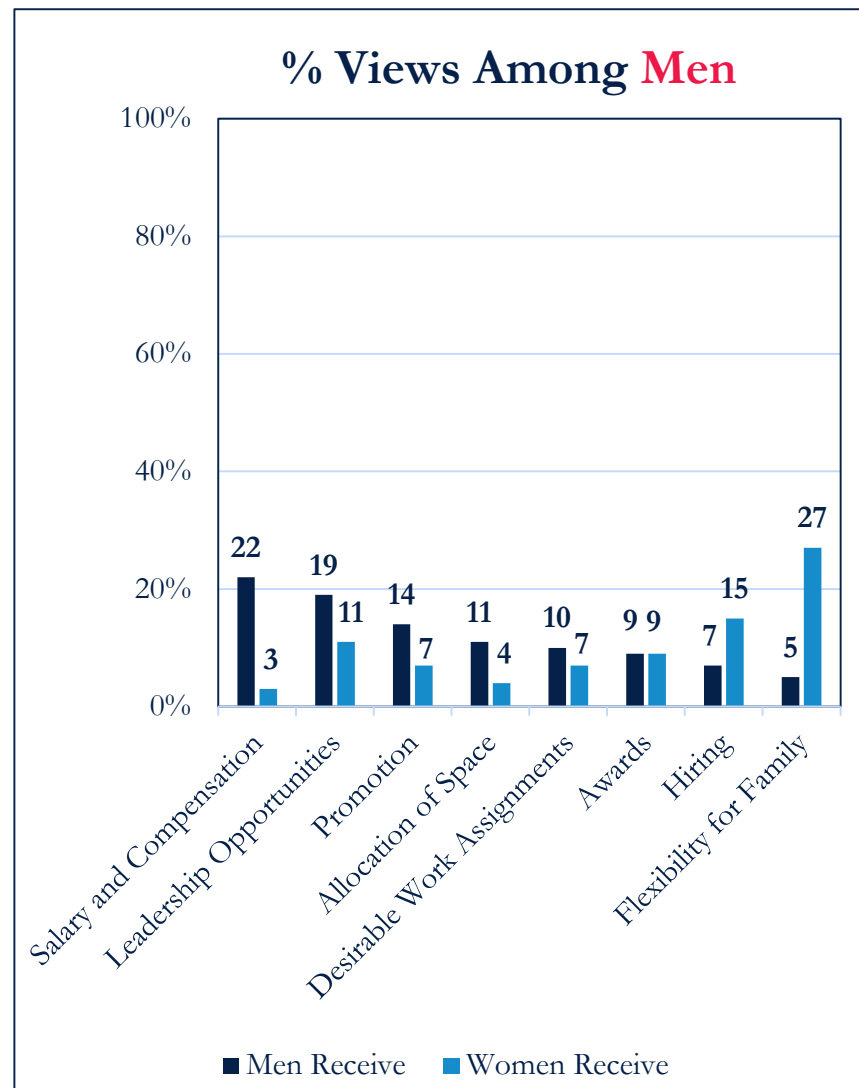
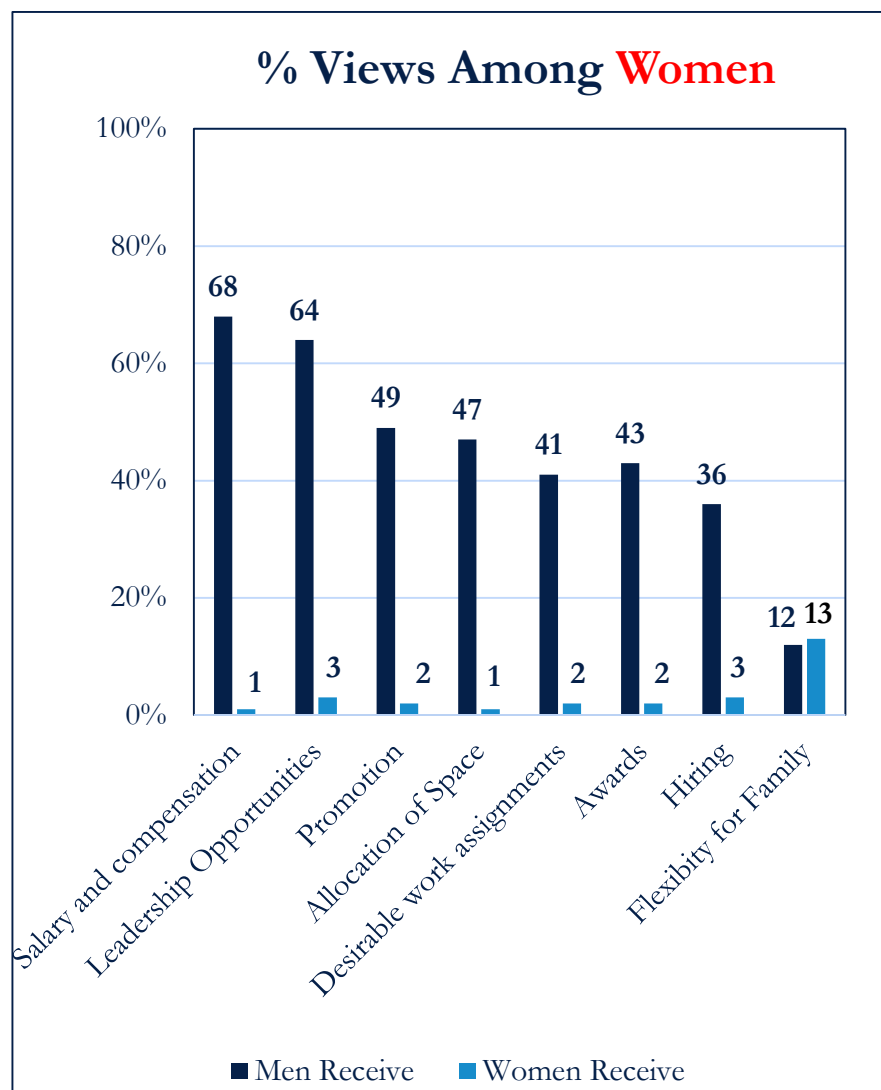
Views of Climate for Women

2011 and 2017



UCSF Faculty Climate Survey April 2017

Who Receives Preferential Treatment ?



UCSF Faculty Climate Survey April 2017