The Mentoring Climate Survey is a longitudinal study distributed twice per academic year. All faculty, whether fixed term or tenure track, are invited to respond. TEAM ADVANCE seeks to understand how faculty are mentored at Carolina, as well as measure the impacts of resources and programs provided to chairs and division heads, faculty mentors, faculty mentees, and others.

**Spring 2020: Key Findings and Possible Needs**

- **Majority** of respondents report finding a mentor on their own.
  - **Within their department**: 39.7%
  - **In the University**: 61.4%
  - **Outside the University**: 70.1%

- **Two-thirds** report departmental mentoring for junior faculty.
  - Junior Faculty: 66%
  - Mid-Career Faculty: 29.6%
  - Fixed-Term Faculty: 37.5%

- Team mentoring is more common than other mentoring models.
  - 42.6% Team
  - 20.2% Dyadic
  - 18.1% Peer

- **Trend:** Fall 2019 to Spring 2020: Satisfaction with Mentoring
  - Department's Program
    - Men, n=80: 4.01 Fall 2019, 3.95 Spring 2020
    - Women, n=120: 3.48 Fall 2019, 3.59 Spring 2020
  - Individual Mentoring
    - Men, n=73: 4.41 Fall 2019, 4.53 Spring 2020
    - Women, n=124: 4.33 Fall 2019, 4.44 Spring 2020
  - Mentoring from Peers
    - Men, n=60: 4.13 Fall 2019, 4.33 Spring 2020
    - Women, n=98: 3.87 Fall 2019, 4.12 Spring 2020

- Overall, faculty are **most satisfied** with mentoring from **individual mentors**. Women's satisfaction increased, from Fall 2019 to Spring 2020, across all categories. The increase in women's satisfaction with mentoring from peers is significant ($p<0.05$).

- Mean scores (scale: 1 to 5, with 5 indicating "very satisfied.")

**Fall 2020: Impacts of COVID-19, Gender and Race Comparison**

- White women were more likely to report an increase in **workload or work responsibilities**, compared to white men ($p<0.01$).
- BIPOC women ($p<.05$) and white women ($p<0.001$) were more likely to report an increase in **overall stress**, compared to men.

- White women were more likely to report more frequent **disruptions to work to care for children**, compared to white men ($p<.05$).

- White women were more likely to report more frequent **disruptions to work to care for adult family member(s)**, compared to white men ($p<.05$).

Mean scores (scale: 1 to 5, with 5 indicating "very often.")