A paper-an-pencil survey was sent in early 2006 to each of UCI’s 47 department chairs (except those in clinical departments in the School of Medicine). Chairs are asked to report on the previous academic year’s hiring, teaching, retention, and advancement activities in their units (i.e., they were asked about the 2004/05 academic year). The current survey represents the fourth such polling of chairs, providing some trend evidence.

- This year’s response rate is the highest since the inception of ADVANCE: 62% (n=29)
- General improvement with respect to equity in teaching loads over the past four years
  - Relative gender equity within departments.
  - Between-department inequity: departments with proportionately more women have higher teaching loads than those with more males. (See Table 6 of report)
- Advancement: accelerations and self-promotion
  - Gender equitable evidence in the current year.
  - Annual variation no discernible trend over time.
- In 2004/05 departments with female chairs were significantly more likely to hire females than those chaired by men.
  - Of the new hires reported in 2004/2005, 45% of females and 53% of the males had other offers. This is a reverse from 2003/2004 when 43% of female and 29% of male hires had outside offers.
- Graduate program recruitment: past two years there had been an increase in gender-conscious recruitment but this was not the case in 2004/05. (See Table 11 from the report.)