The AICPA Women’s Initiatives Executive Committee (WIEC) is interested in learning about career advocates and how they help members of our profession develop and progress in their careers. Our goal is to obtain information that will help female professionals get the most out of advocacy relationships. Please take just a few minutes (less than 10) to answer the following survey questions.

All responses are anonymous and the data will be summarized such that respondents cannot be identified individually. Your candid responses will help us to fulfill our mission of "Educating, Advocating and Advancing" women in the profession.

Thank you for your time and assistance!

During your career in accounting have you had an advocate? An advocate (sometimes called a sponsor) is a higher-ranking professional who has played a proactive and committed role in helping you advance in your career. Please select the number of advocates you can specifically recall.

<table>
<thead>
<tr>
<th>Number of Advocates</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5 or more</td>
</tr>
</tbody>
</table>

Please think of the advocate who was most influential in your career development and think of that person as you answer the remaining questions about your experiences in that professional relationship.

What was the role of your advocate when the relationship commenced?

<table>
<thead>
<tr>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>My immediate supervisor</td>
</tr>
<tr>
<td>Another senior person within my organization</td>
</tr>
<tr>
<td>Another senior person outside my organization</td>
</tr>
<tr>
<td>A former supervisor from a previous employer</td>
</tr>
<tr>
<td>Other, please indicate the person's role below</td>
</tr>
</tbody>
</table>

Which of the following best describes your employer when you began working with your most influential advocate?

<table>
<thead>
<tr>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Accounting</td>
</tr>
<tr>
<td>Corporation</td>
</tr>
<tr>
<td>Nonprofit Organization</td>
</tr>
<tr>
<td>Government Agency</td>
</tr>
<tr>
<td>Academic Institution</td>
</tr>
</tbody>
</table>

What was your organizational role when you began working with your most influential advocate?

<table>
<thead>
<tr>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry-level staff</td>
</tr>
<tr>
<td>Mid-level staff</td>
</tr>
<tr>
<td>Senior-level staff</td>
</tr>
<tr>
<td>Entry-level management</td>
</tr>
<tr>
<td>Mid-level management</td>
</tr>
<tr>
<td>Senior-level management</td>
</tr>
<tr>
<td>Owner/Partner/C-Suite/Highest ranking administrator</td>
</tr>
</tbody>
</table>

What was your professional level when you began working with your most influential advocate (check all that apply)?
Please indicate the extent to which you agree or disagree with the following statements about your most influential advocate during the time that the relationship with the advocate was ongoing.

My Advocate:

- creates opportunities for me to impress important people in the organization.
- and I have similar family situations.
- thinks highly of me.
- is someone I can trust.
- gives me tasks that require me to learn new skills.
- assigns me tasks that push me into developing new skills.
- protects me from those who may be out to get me.
- encourages me to take risks but stops me from making major mistakes.

- gives me advice on how to attain recognition in the organization.
- is someone I identify with.
- helps me to recover from failure.
- accepts me as a competent professional.
- provides support and encouragement.
- and I frequently socialize one-on-one outside the work setting.
- treats me like a son/daughter.
- guides my personal development.

- guides my professional development.
- provides me with challenging assignments.
- serves as a sounding board for me to develop and understand myself.
- and I come from similar personal backgrounds.
- "runs interference" for me in the organization.
- and I frequently have one-on-one, informal social interactions.
- suggests specific strategies for achieving career aspirations.
- is someone I can confide in.

- reminds me of one of my parents.
- helps me understand what my priorities should be at this stage of my career.
- sees me as being competent.
- shields me from damaging contact with important people in the organization.
uses his/her influence to support my advancement in the organization.
and I frequently get together informally after work by ourselves.
uses his/her influence in the organization for my benefit.
and I share similar hobbies and interests.

is like a father/mother to me.
helps me attain desirable assignments.
serves as a role-model for me.
brings my accomplishments to the attention of important people in the organization.
represents who I want to be.
helps me be more visible in the organization.
helps me learn about other parts of the organization.

Was your most influential advocate a:
- Male
- Female

Relative to your age at the start of your working relationship with your advocate, was your most influential advocate:
- Much younger than you
- Younger
- About the same age
- Older
- Much older

What is the ethnicity of your most influential advocate?
- White/Caucasian
- African American
- Hispanic
- Asian
- Native American
- Pacific Islander
- Other

When your most influential advocacy relationship began, did your organization provide a formal program designed to pair advocates with junior professionals?
- Yes
- No

Which of the following best characterizes how your most influential advocacy relationship began?
- Advocate was assigned through a formal program
- Advocate was recommended informally
- I reached out to advocate directly
- Advocate reached out to me
- Relationship seemed to have just evolved
- Additional comments
### What was the approximate length of your most influential advocacy relationship?

- Less than 1 year
- Between 1 and 3 years
- Between 3 and 5 years
- Between 5 and 10 years
- More than 10 years

### Approximately how long ago did your working relationship with your advocate begin?

- < 1 year ago
- 1 - 2 years ago
- 3 - 5 years ago
- 6 - 8 years ago
- 9 - 11 years ago
- 12 - 14 years ago
- 15 - 20 years ago
- > 20 years ago

### Is the relationship ongoing currently?

- Yes
- No

### What is the MOST important way in which your advocate helped you advance?

- [ ]

### What, if anything, stands out as something that could have been done on your part to have improved your working relationship with your advocate?

- [ ]

### How long have you been employed in the accounting profession?

- Less than 1 year
- Between 1 and 3 years
- Between 3 and 5 years
- Between 5 and 8 years
- Between 8 and 12 years
- Between 12 and 15 years
- Between 15 and 20 years
- More than 20 years

### Have you ever acted as a career advocate to a junior professional?

- [ ]
### No

- Yes (You may provide additional information about how, if you wish, in the text box below.)

**How long have you been employed in your current organization, or most recent employer if not currently employed?**

- Less than 1 year
- Between 1 and 3 years
- Between 3 and 5 years
- Between 5 and 8 years
- Between 8 and 12 years
- Between 12 and 15 years
- Between 15 and 20 years
- More than 20 years

**What is the category of your current employer, or most recent employer if not currently employed?**

- Public Accounting
- Corporation
- Nonprofit Organization
- Government Agency
- Academic Institution

**What is the size of your current employer? If not employed, enter category of last employer.**

- One professional (solo practice)
- 2-5 professionals
- 6-10 professionals
- 11-25 professionals
- 26 - 50 professionals
- 51- 100 professionals
- > 100 professionals

**What is the size of your current academic institution, or most recent academic institution if not currently employed?**

- Less than 1,000 students
- Between 1,000 and 5,000 students
- Between 5,000 and 10,000 students
- Between 10,000 and 20,000 students
- Between 20,000 and 40,000 students
- More than 40,000 students

**What is your current organizational role? If not employed, enter level at which you were most recently employed.**

- Entry-level staff
- Mid-level staff
- Senior-level staff
- Entry-level management
- Mid-level management
- Senior-level management
- Owner/Partner/C-Suite/Highest ranking Administrator

**What is your current professional level? If not employed, enter the level at which you were most recently employed (check all that apply).**
Please select the type of organization that represents your most desired career destination.

- Public Accounting
- Corporation
- Government Agency
- Nonprofit Institution
- Academic Institution
- Not applicable, currently retired

Please select the category that best represents the level to which you ultimately aspire?

- My current professional level.
- Entry-level management
- Mid-level management
- Senior management
- C-Suite/Highest Ranking Administrator
- Other, please describe

Which of the following most closely represents your ultimate career aspiration in public accounting?

- My current professional level.
- Senior Manager
- Director (non-equity)
- Partner/Owner
- Director of Audit/Tax/Consulting Function
- Office Managing Partner
- Regional Managing Partner
- National level leadership role
- Other, please describe

Indicate the level that most closely represents your ultimate career aspiration in a governmental organization.

- My current professional level.
- Department or Unit manager.
- Senior management, local level.
- Senior management state level.
- Senior management regional level.
- Senior management national level.
- Other, please describe
To what professional level do you ultimately aspire in academia (check all that apply)?

- My current professional level.
- Instructor/Lecturer
- Assistant Professor
- Associate Professor
- Full Professor
- Department Chair or Program Director
- Dean
- Senior Academic Administration
- President of a College or University
- Other, please describe

What is the approximate size, in terms of employees, of the division or group that you supervise currently (or most recently if not employed)?

<table>
<thead>
<tr>
<th>Size</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td></td>
</tr>
<tr>
<td>1-2</td>
<td></td>
</tr>
<tr>
<td>3-5</td>
<td></td>
</tr>
<tr>
<td>6-10</td>
<td></td>
</tr>
<tr>
<td>11-25</td>
<td></td>
</tr>
<tr>
<td>26-75</td>
<td></td>
</tr>
<tr>
<td>&gt;75</td>
<td></td>
</tr>
</tbody>
</table>

Please indicate the highest level of education you have completed:

- High School Diploma
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- J.D.
- LLM
- Doctorate

Please indicate which of the following professional credentials you hold. Choose all that apply.

- CPA
- CMA
- CIA
- CFE
- Member, State Bar Association
- CGMA
- CA
- Other, please describe.

Please indicate any leadership roles in which you have served over the course of your career. Check all that apply.

- Team or Project Leader
- Committee Chair, Professional Organization or Society
- Committee Chair, Academic Institution
- Program Chair, Professional Organization or Society
- Officer, Professional Organization or Society
- Committee Chair, Community Organization
- Program Chair, Community Organization
- Officer, Community Organization
- Corporate Board Member
- Nonprofit Board Member
Please indicate the approximate number of promotions you have earned over your career to date, including those that occurred in the process of changing employers.

Please indicate the number of years that have passed since your most recent promotion.

Please indicate the likelihood, in your opinion, that you will be promoted within the next three years?

Please indicate the likelihood, in your opinion, that you will be promoted within the next five years?

What is your age?

What is your gender?

What is your ethnicity?

Please indicate your current family structure.

Please indicate how many children you have in each of the following age ranges (please enter number of children in each age range in the text box following the applicable ages):
What is your approximate annual compensation in U.S. dollars? If not currently employed, enter the amount when last employed.

- $0 - $25,000
- $25,001 - $50,000
- $50,001 - $75,000
- $75,001 - $100,000
- $100,001 - $125,000
- $125,001 - $150,000
- $150,001 - $175,000
- $175,001 - $200,000
- $200,001 - $250,000
- $250,001 - $300,000
- $300,001 +

In what country do you reside?

- U.S.
- Canada
- Other, please enter the name of the country.

Thank you for your participation. An announcement will be posted on LinkedIn when the results are published on the AICPA web site. If you prefer to receive a report of the results directly, please enter your email address here.