

Codebook

Codes/pseudonyms used to anonymize the University, Faculties and participants:

The University	Faculties in the University	Participants
The university is referred to as Green University	<p>Nine Faculties were sample from Green University and they are referred to as:</p> <p>Faculty A Faculty B Faculty C Faculty D Faculty E Faculty F Faculty G Faculty H Faculty I</p>	<p>Nine women participated in the study and they were referred to as:</p> <p>Women Leader 1: WL1 Women Leader 2: WL2 Women Leader 3: WL3 Women Leader 4: WL4 Women Leader 5: WL5 Women Leader 6: WL6 Women Leader 7: WL7 Women Leader 8: WL8 Women Leader 9: WL9</p> <p>Five Mentors participated in the study and were referred to as:</p> <p>Mentor 1: MT1 Mentor 2: MT2 Mentor 3: MT3 Mentor 4: MT4 Mentor 5: MT5</p>