

This material is based upon work supported by the National Science Foundation under NSF Cooperative Agreement No. HRD-1008385.



ADVANCE CENTER
TEXAS A&M UNIVERSITY

Why this? Why now?

- ADVANCE Center Funded 2010
 - Improve recruitment, retention, and advancement of women STEM faculty
 - FY 2013-14 - 1041 tenured or tenure-track faculty
 - 198 (19%) are women in STEM*
 - 27 (13%) are women of color**



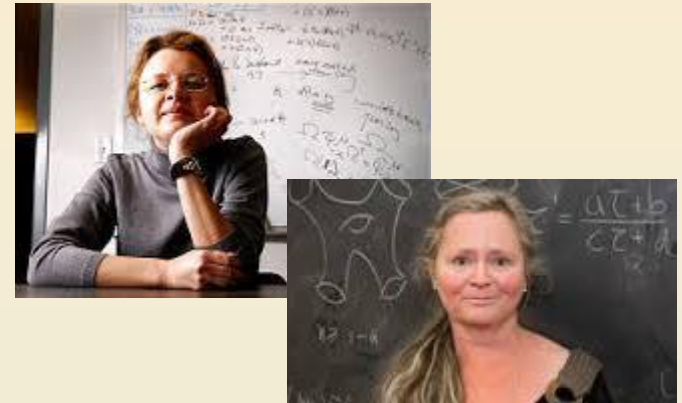
*35 ADVANCE STEM Departments

**African-American, Hispanic, and Native American



Dual-Career Faculty Survey

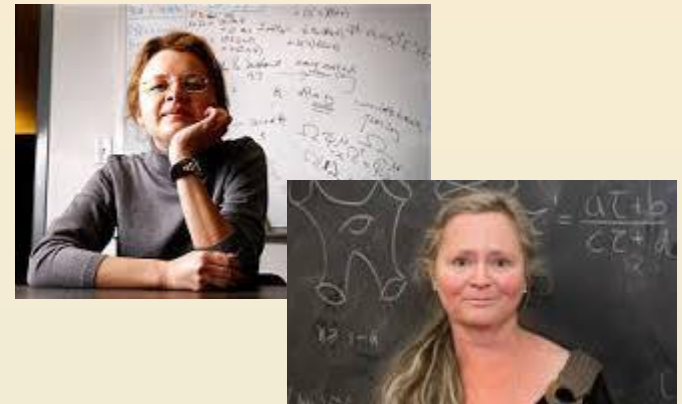
- Prevalence of dual-career academic couples at four-year institutions has remained consistent over the past 20 years.
- A national study of 13 U.S. research institutions and over 9,000 faculty members showed the following:
 - 72% of full time faculty have employed partners, 36% of which are non-academic;
 - 40% of academic women have an academic partner, compared to 34% of academic men;
 - *34% of academic women have non-academic partners;*
 - more than 2/3rds of women STEM faculty have an academic partner;
 - 83% of women faculty members in the natural sciences have a partner in their same field; and
 - 59% of women faculty members in the social sciences have a partner in their same field.



Katrin Becker, Professor, Physics
Melanie Becker, Professor, Physics

Dual-Career Faculty Survey

- May 2013 Survey
- Dual Career Couple = Two people committed to one another where both parties work outside the home either part-time or fulltime
- 357 Faculty Members Responded
 - 233 STEM
- 164 Male | 124 Female | 2 Transgendered
 - 67 Not Reported
- 239 Tenured or Tenure Track
52 Academic Professional Track
 - 66 Not Reported
- 71 couples w at least 1 T-TT woman STEM faculty

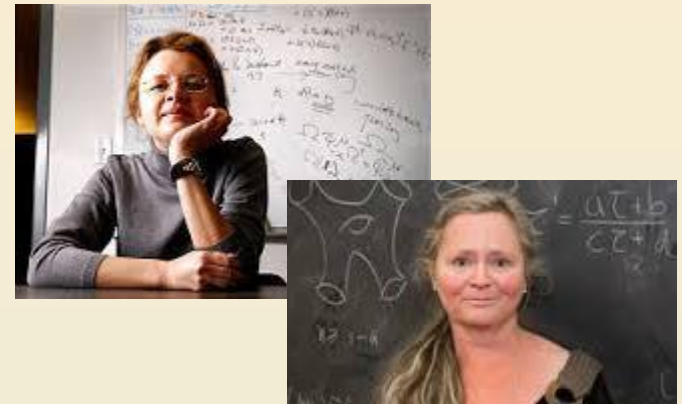


Katrin Becker, Professor, Physics
Melanie Becker, Professor, Physics



Dual-Career Faculty Survey

- May 2013 Survey
- Dual Career Couple = Two people committed to one another where both parties work outside the home either part-time or fulltime
- 357 Faculty Members Responded
 - 233 STEM
- 164 Male | 124 Female | 2 Transgendered
 - 67 Not Reported
- 239 Tenured or Tenure Track
52 Academic Professional Track
 - 66 Not Reported
- 71 couples w at least 1 T-TT woman STEM faculty



Katrin Becker, Professor, Physics
Melanie Becker, Professor, Physics



What did Dual-Career Couples have to say?

- **What sacrifices have you made to accommodate your dual-career status?**
 - 64% responded: Career/work sacrifices (e.g., smaller salary, partner job relocation)
- **What is the greatest challenge facing you as a member of a dual-career couple?**
 - 42% responded: Finding jobs/positions for both
- “Current TAMU dual-career services/policies are not sufficient; more needs to be done.”
- “TAMU has better policies and procedures for two academics than for an academic and an accountant or other staff member.”
- “Please bring back support for partner placement at TAMU! We have lost too many good faculty because their partners can't find appropriate work easily around here, and having the institutional support for it is utterly vital.”
- “It would be nice if A&M could help more with non-faculty positions in the community.”
- “This is a quality of life issue for faculty, and if the university continues to treat it as a fiscal issue, you will not be able to build this university into the premier institution it's supposed to be.”



Kristin Maitland, Assistant Professor, Biomedical Engineering
Duncan Maitland, Associate Professor, Biomedical Engineering



What else did ADVANCE know?

- **Research**
 - Talked to other institutions about best practices
 - Looked at the literature
 - Approximately 1/3 of women STEM faculty have a non-academic partner
- **University and community growing**
 - 25 by 25
 - a doubling of enrollment in the COE
 - Forbes
 - College Station ranked 8th overall for best small place for job growth
 - One Health Plus Biocorridor
 - University and industry collaboration
 - Thousands of jobs
 - Accelerate Texas Center at Texas A&M Transportation Institute (TTI)
 - Focal point for the development and testing of autonomous vehicle technology
 - Predicted to rival biocorridor in terms of economic development



NSF CLB Supplemental Funds Proposed Solution

- **Augment Existing Program**
 - Create a broad and deep program
 - Hire a Dual-Career Program Manager who will:
 1. network with the community
 - area employers, HR officers, professional organizations, HERC, TAMU System;
 - organize 2 conferences: industry, area academic institutions
 2. consult with clients and facilitate partner placement
 - assist partners with job search strategies
 - develop mechanisms to better address dual career needs for women in STEM
 3. act as an internal advocate
 - research, promote, and disseminate dual career best practices (e.g. workshops)
 - build a more supportive dual career environment
 4. track, assess, and report on Dual Career Program
- Position initially located in ADVANCE Center
- Institutionalize in Dean of Faculties Office



Where are we at?

- Notified of funding in 9/13
- Proposed person not able to step into position
- Developed job description
- Placed ad in 12/13
- Formed search committee
- 14 applications received and reviewed
- Invited top candidates for interviews
- 2/24/14 – Top candidate accepted offer
 - Starts March 17, 2014
 - Program Manager is a partner placement
 - 3 ADVANCE Center staff are all partner placements



Now What?

- Incorporate Dual Career Program Manager as part of ADVANCE Team
- Establish relationships with key stakeholders
 - Internal
 - Deans & Department Heads
 - System Agencies
 - HR
 - External
 - Involved Economic Development partner in Search Process
 - Area institutions of higher education
 - Industry
- Develop Tracking System and Metrics for Success
- Plan conferences to establish and strengthen networks
- Conduct workshops to build greater capacity for family-friendly workplace
- Assess Program
- Liaise with and transition to Dean of Faculties Office



advance.tamu.edu

Sherry Yennello, Principal Investigator

Chris Kaunas, Director

ckaunas@tamu.edu



ADVANCE CENTER
TEXAS A&M UNIVERSITY