

PROMOTING INNOVATION
ADVANCING KNOWLEDGE
GIVING WITH A GLOBAL REACH



THE ELSEVIER FOUNDATION



New Scholars

Addressing the gap in women's participation in science and engineering through institutional grants to support:

- Mentoring
- Dual career relocation
- Scholarly meetings & family responsibilities
- Workplace issues
- Policy advocacy
- Multi institution networking
- Women in science in developing countries

<http://www.faculty.diversity.ucla.edu>

UCLA Faculty Diversity & Development

Family Friendly Academy

Travel Childcare Awards
for Female Postdoctoral Scholars & Assistant Professors
in Science, Health and Technology

Seminal Dual Career Study: Stanford 2008



Dual-Career Academic Couples

What Universities Need to Know



Michelle R. Clayman Institute for Gender Research
Stanford University

- 2008 Stanford study shows that how this uniquely affects females.
- Why? No. 1 reason for losing a Ph.D hire in 1st two years is that partner not satisfied with job opps; No.2 is inability to root in new community.
- Cost of losing a Ph.D in first 2 years of employment is 2 ½ years starting salary.
- Couple hiring is a strategy to enhance competitive excellence and build more diverse, equitable & competitive workforce.
- 10% of faculty members enter academy through dual hires



HERC is the US resource for Dual Career Issues
Higher Education Recruitment Consortium
http://www.hercjobs.org/site/793/hres_dualcareer.cfm

The 2 Person Solution: TechValley Connect



Rensselaer Polytechnic Institute

Pilot Launch: July 2009

www.techvalleyconnect.com



Helping Science by Helping Women Faculty Settle In

The Elsevier Foundation Addresses the Problem of Recruiting and Retaining New Scholars in Science and Technology.

- Regional consortium of 21 employers
- Unlimited, high level networking interviews for partners (40% men)
- From pilot to independent nonprofit: Beyond PhD's to professionals & MD's
- 1 year, confidential relocation guidance: the questions HR can't ask
- Key metric is retention of original hire with 38 active members. 30% placement