

NSF's Career – Life Balance Initiative

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Office of International and Integrative Activities
Gender Summit 3 – North America

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Career - Life Balance Working Group

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Milestones in Higher Education

Milestones by Race/Ethnicity and Gender 2010
(rounded numbers)

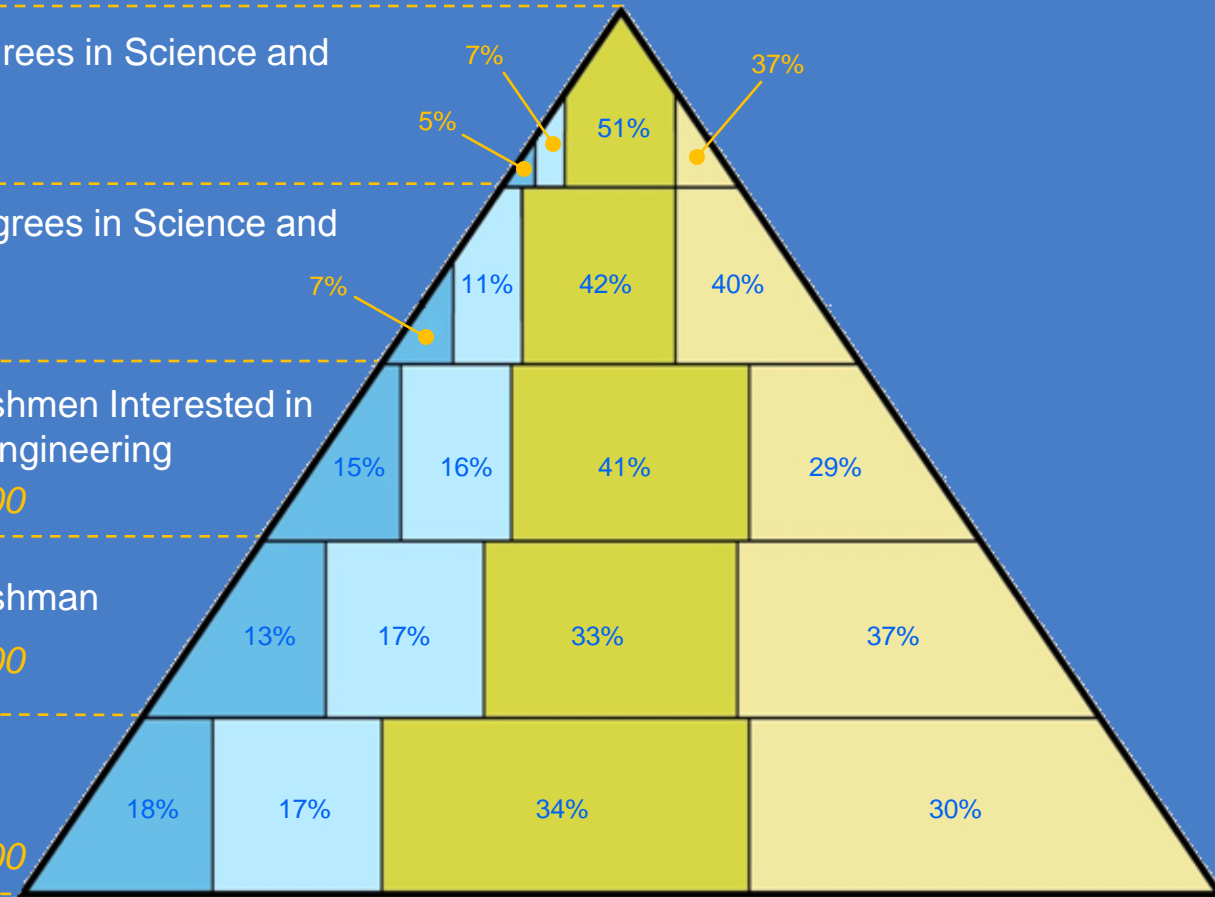
Advanced Degrees in Science and Engineering
Total: 173,000

Bachelor's Degrees in Science and Engineering
Total: 525,000

First Time Freshmen Interested in Science and Engineering
Total: 1,232,000

First Time Freshman
Total: 3,209,000

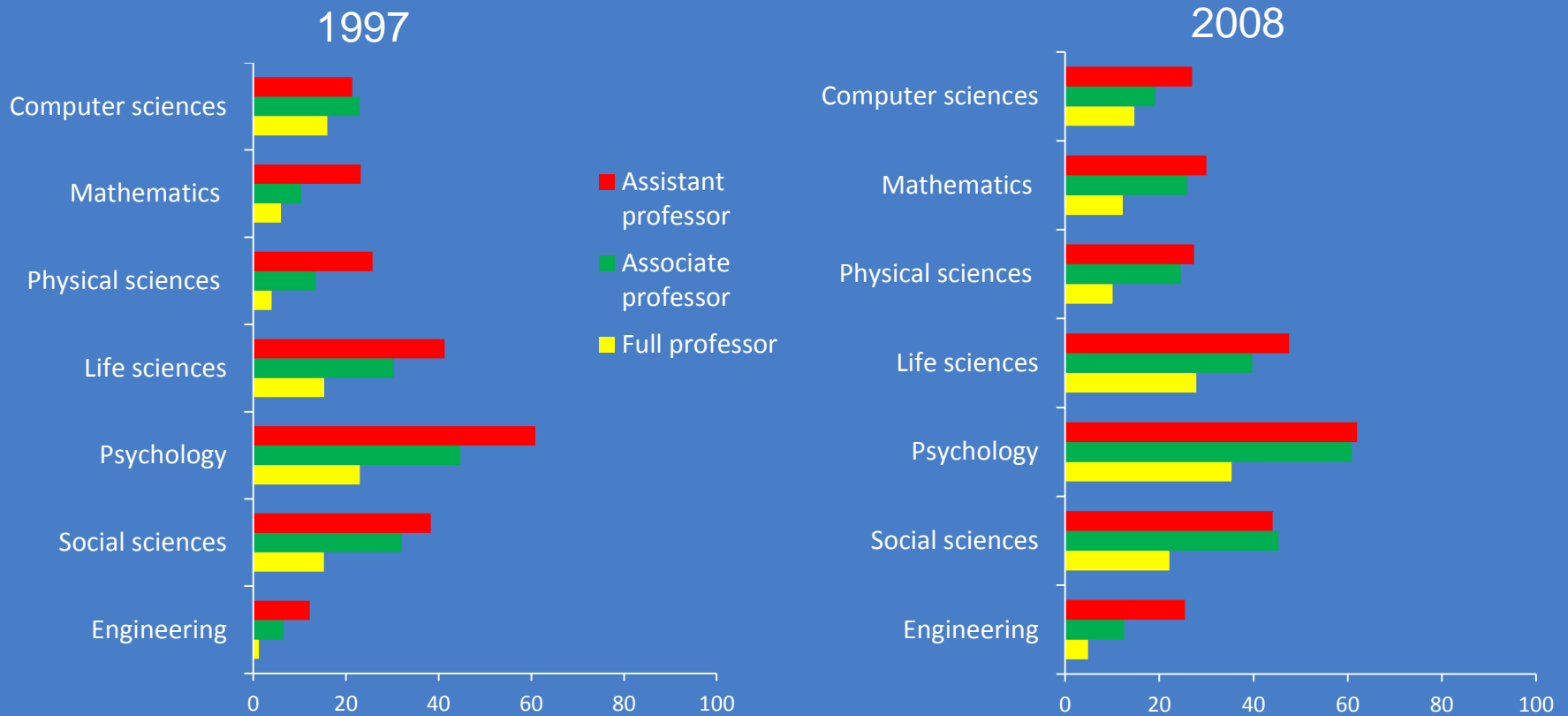
High School Graduates
Total: 3,321,000



Minority Men
 Minority Women
 Non-Minority Men
 Non-Minority Women

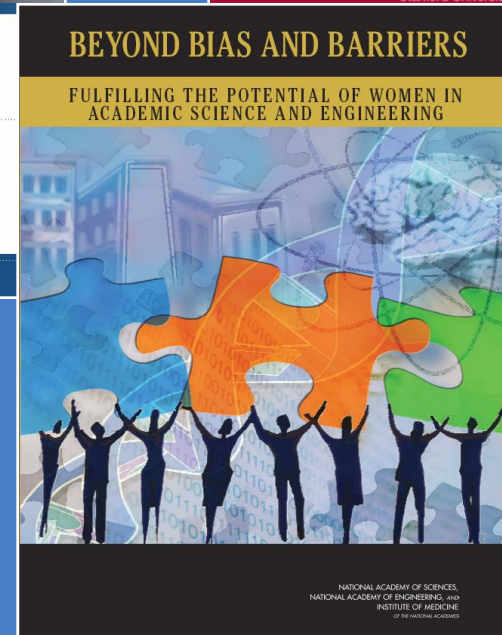
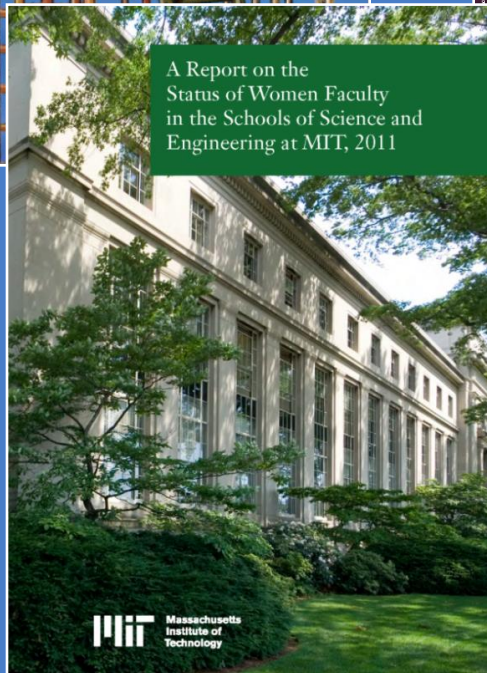
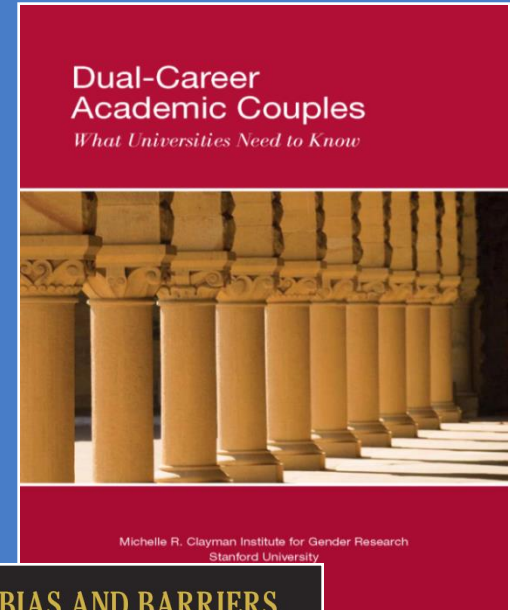
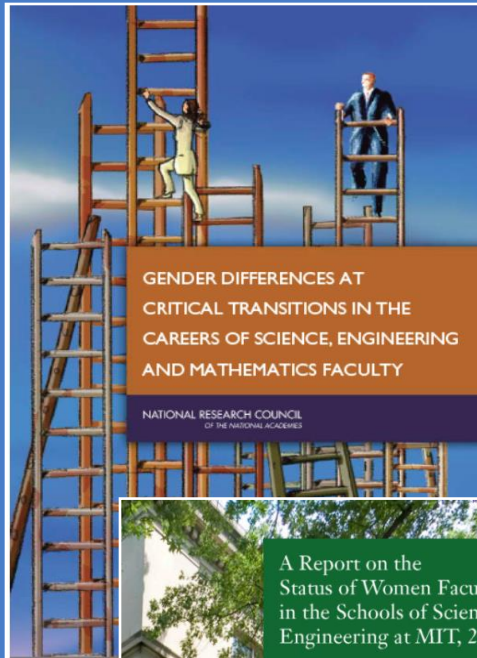
Sources: National Center for Education Statistics, IPEDS Completions and Fall enrollment surveys and Common Core of Data; Higher Education Research Institute, American Freshman Survey; and U.S. Census Bureau, Current Population Survey.

Female Percentage of Full-Time Science and Engineering Faculty at 4-year Colleges or Universities, by Rank and Field of Doctorate: 1997 and 2008



Source: National Science Foundation, Survey of Doctorate Recipients.

Representative External Drivers



The White House and National Science Foundation Announce New Workplace Flexibility Policies to Support America's Scientists and Their Families



First Lady Michelle Obama speaking at the White House in connection with the launch of the initiative. Official White House photo.

NSF's CAREER-LIFE BALANCE (CLB) INITIATIVE



CLB is an agency-level approach to attract, retain, and advance graduate students, postdoctoral fellows, and early-career researchers in STEM fields, especially women. It aims to develop a coherent and consistent set of existing and new career-life policies and practices that build on the best of individual NSF programs to expand dependent care and dual career opportunities NSF-wide and to establish partnerships with colleges and universities to develop STEM talent.

www.nsf.gov/career-life-balance



Career – Life Balance Initiative: Implementation

■ Leadership

- Expand best practices NSF-wide across the pathway
 - Defer award start date for child birth/adoption
 - No cost extension for parental leave
- Provide resources to accommodate career—life balance opportunities such as support for research technicians
- Enhance program management
 - Educate/train program officers, reviewers & panelists
 - Revise program solicitations; issue FAQs & announcements
 - Promote family-friendliness for panel reviewers
 - ❖ Virtual panels
 - ❖ Increase use of NSF lactation room in Health Unit
- Support research/evaluation on women in STEM issues
- Promote Federal policy -- Title IX
- Lead by example to become a model agency for gender equity



Career – Life Balance Initiative: Implementation

■ Partnerships

- With institutions of higher education
 - Supporting & promoting institutions' best practices
 - Extending the tenure clock; dual career opportunities
- With Federal agencies
 - Exchange best practices
 - Better harmonize family-friendly policies & practices
 - Issue joint statements
- With professional associations/societies; for example
<http://www.aau.edu/WorkArea/DownloadAsset.aspx?id=12646>.



Career – Life Balance Initiative: Implementation

■ Communications

- NSF Town Halls
- Brochure and Other Outreach Materials
- Internal Virtual Orientation/Training Resources
- NSF webpage and program-specific webpages
- NSF webinars

See <http://www.nsf.gov/career-life-balance/>



Career – Life Balance Initiative: Implementation

■ FY 2013

- Strengthened career-life balance opportunities through broader portfolio of NSF activities
- Integrated CLB opportunities through programs such as the Graduate Research Fellowship (GRF), postdoctoral programs, and the Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers – Institutional Transformation (ADVANCE-IT)
- Updated solicitation language and policies to make proposals less burdensome

■ FY 2014 and Beyond

- Expanding the pathway approach to career-life balance opportunities to other NSF supported programs, expanded interagency collaborations, and agency-university partnerships.





Career-Life Balance gender neutral supplemental funding opportunities for:

- CAREER awardees
- Post Doc awardees
- GRFP awardees
- ADVANCE-IT awardees

CLB Results for FY 12 ~ FY 13

CAREER:

FY2012 – 22 supplemental awards

FY2013 – 25 supplemental awards

ADVANCE:

FY2013 – 18 supplemental awards

GRFP:

FY2013 – 1 supplemental award

Other:

FY2013 – 2 non-Career supplement award



Promoting Career – Life Balance Opportunities

“Federal agencies and research universities need to take concerted action to provide a suite of family responsive policies and resources for America’s researchers to change the problems [cited] and keep young researchers in the pipeline to fast-track academic careers in the sciences.”

-- *Staying Competitive, 2009*

