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
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

- 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

Helping Science by Helping Women Faculty Settle In
The Elsevier Foundation Addresses the Problem of Recruiting and Retaining New Scholars in Science and Technology.