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

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

A Report on the Status of Women Faculty in the Schools of Science and Engineering at MIT, 2011

Staying Competitive
Patching America’s Leaky Pipeline in the Sciences
Marc Goldstein, Ph.D., Karin Fusco, Ph.D., and Alery Ann Mason, J.D., Ph.D.
The University of California, Berkeley - Berkeley Center on Health, Economic & Family Security and The Center for American Progress
November 2009

Dual-Career Academic Couples
What Universities Need to Know
Michelle R. Clayman Institute for Gender Research Stanford University

Beyond Bias and Barriers
Fulfilling the Potential of Women in Academic Science and Engineering
National Academy of Sciences, National Academy of Engineering, Institute of Medicine, Institute of Medicine
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
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
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

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
“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