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TEXAS A&M UNIVERSITY

# Augmenting TAMU's Dual Career Program: Maximizing Employment Opportunities for Faculty Partners

Christine Kaunas, Blanca Lupiani, Dea Polk, and Sherry Yennello

[advance@tamu.edu](mailto:advance@tamu.edu)



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Texas A&M University (TAMU) understands that attracting and retaining exceptional faculty often depends on meeting the needs of two careers. In the early 2000s, TAMU implemented bridge funding for partner placement and dedicated personnel to assist with job searches for faculty partners. This initiative became insufficient due to budget cuts resulting in the reduction of partner placement personnel, institutional growth, and an increase in the number of dual-career couples seeking academic positions over time. Indeed, a 2013 campus-wide survey indicated that there is a perception by TAMU faculty that the university is not doing enough to assist faculty partners with opportunities for employment. The goals of TAMU's dual-career program augmentation are to: 1) improve recruitment and retention of top female scientists and engineers in academic careers, 2) further the advancement of women STEM faculty by helping them balance their work with the conflicting demands of life events, and 3) institutionalize strategies which are aligned with NSF's CLB Initiative and ADVANCE's PHW initiative. While these goals are focused on underrepresented faculty, all faculty are expected to benefit from augmented programming.

## NATIONAL DATA

A national study by Schiebinger, Henderson, and Gilmartin of 13 U.S. research institutions and over 9,000 faculty members in 2006 showed the following:

- 72% of full time faculty have employed partners, 36% of which are non-academic;
- 40% of women faculty have an academic partner;
- 34% of women faculty have non-academic partners;
- 66% of women STEM faculty have academic partners;
- 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.

## TAMU DATA – DEAN OF FACULTY

The DOF works to place partners in academic positions. In FY15, 34 accompanying partners were placed:

- 23 faculty positions
- 11 research or other TAMU positions
- Primary hires were largely male (22), white (23), and assistant professors (18).
- 21 of the funded requests are for accompanying partners of new hires and 11 for existing faculty
- Numbers for FY16 and FY17 are similar with more placements for accompanying partners of new faculty anticipated

## TAMU DATA – ADVANCE CENTER

The ADVANCE Center works to place partners in non-academic positions. ADVANCE is currently working with 36 clients. Since April, 2014:

- 112 Clients have been referred to the ADVANCE Center
- 30 Clients have been placed at TAMU or in the BCS Community
- The average number of days to placement is 124 (the national average is 12-24 months)



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TO SUPPORT  
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### Office of Dean of Faculties

**Dr. Blanca Lupiani**  
Executive Associate Dean of Faculties  
[dof@tamu.edu](mailto:dof@tamu.edu)

*Works to place partners in  
academic positions*

### ADVANCE Center

**Dea Polk**  
Dual-Career Program Coordinator  
[dualcareer@tamu.edu](mailto:dualcareer@tamu.edu)

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non-academic positions*