

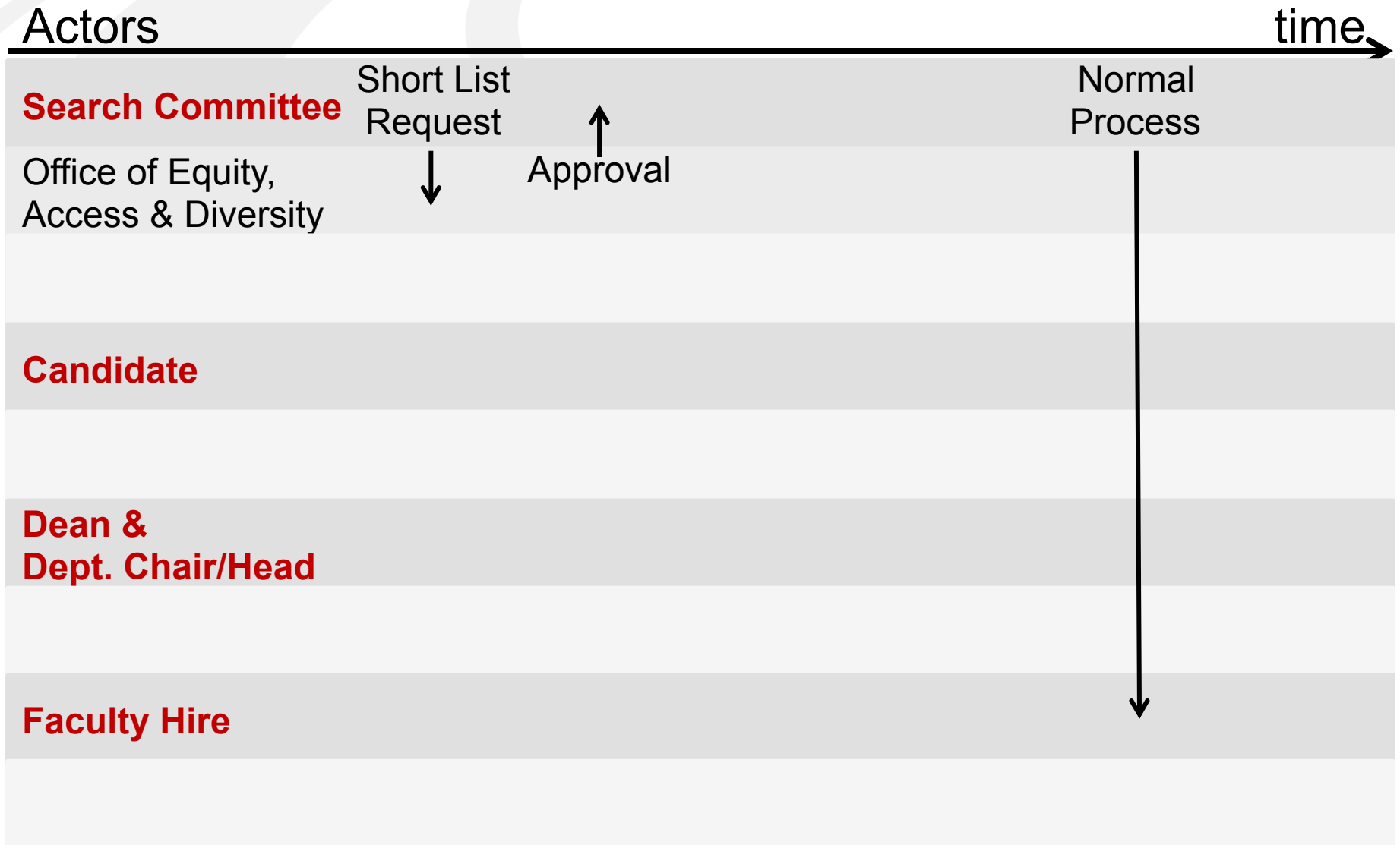
# Dual Career Program ADVANCE-Nebraska

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# Key Omission from Partner Process: the Search Committee!



# Letter to Search Committee Chair

## STEM DEPARTMENT

DATE

To: Search Committee Chair  
From: Mary Anne Holmes, Director, Advance-Nebraska  
Re: Short listed candidates for the position of XXXX

Greetings!

I'm the director of the Advance-Nebraska program, funded by the National Science Foundation and housed in the Office of the Senior Vice Chancellor for Academic Affairs and am writing to give you some information about the program and to ask you for information that our office needs.

Women faculty in STEM (science, technology, engineering and mathematics) fields are under-represented relative to their numbers as Ph.D. recipients, and at UNL the number of STEM women faculty is below the national average. The NSF Advance grant is awarded to institutions that are committed to increasing the number of qualified women faculty in STEM fields. Since eighty percent of women in STEM fields have a partner in academia, one way Advance-Nebraska hopes to be successful in their recruitment is by addressing the needs of a dual career partner.

**I will send a letter describing UNL's new dual career partner program and work-life balance policies to all short-list candidates for tenure track faculty positions.**

Once you have identified candidates to be interviewed, ~~please send me the names of these candidates and their contact information.~~ I will then send the letter describing the program and, if the candidate's partner is interested in and qualifies for an available faculty position in STEM, we can work with him or her to identify a possible position at UNL. Even if you know they do not have a partner interested in a STEM faculty position, we'd appreciate the information because we are collecting data for all colleges to help them in future searches.

# Letter to Short-List Candidates

Dear XX,

I write to congratulate you on being invited to the University of Nebraska-Lincoln for an interview for the \_\_\_\_\_ position in the \_\_\_\_\_ (department). Permit me to introduce myself. I am Mary Anne Holmes, project director for UNL's ADVANCE-IT grant from the National Science Foundation (<http://www.advance.unl.edu>). The goal of this program, ADVANCE-Nebraska, is to increase the number of women in tenured and tenure-leading faculty positions in science, engineering, mathematics and technology (STEM) departments on the UNL campus.

Nationally, approximately 80% of women in STEM fields have an academic partner... **If you or your partner is a woman in a STEM field, we invite the partner to send a current c.v. and letter of interest to this office**, attn: Mary Anne Holmes, Director, Advance-NE, at any time (sooner is better). Electronic copies of the c.v. and letter (to [advance2@unl.edu](mailto:advance2@unl.edu)) are preferred. We strongly urge your partner to study the website of the department s/he may wish to join, and write a statement about how s/he will fit in and contribute to the department's mission in the letter of interest.

If an appropriate tenure-leading position is available and your partner is qualified to fill it, your partner may be invited to the UNL campus to interview as near to the time of your interview as possible. I assure you that we will not release any information that you provide without your permission. You and/or your partner are welcome to contact the ADVANCE-Nebraska office by email or by phone (402-472-5211) at any time for further information or clarification of this process.

UNL is committed to hiring excellent faculty. It is a great place to work. We support faculty by providing professional development opportunities, including grant-writing workshops, technical writing assistance and workshops on writing, time management and mentorship. There is undergraduate assistance for teaching and research. We provide multiple informal networking opportunities across campus.

UNL has a comprehensive set of work-life balance policies, including tenure interruption, active service and modified duties (including short-term, part-time tenure appointments), parental leaves for births and adoptions, family caregiving leaves, leaves for serious illness or injury, and leaves for research, creative, or teaching purposes. UNL offers an on-campus daycare facility (to open Fall, 2009) and mother's rooms located around the campus (see the enclosed brochure or visit our website for more information).

The ADVANCE-NE office is available to provide further information on these and other work-life balance programs offered at UNL.

# Funding

- If faculty of partner department vote to approve,
  - 1/4 partner department
  - 1/4 partner college
  - 1/2 Provost's office (Academic Affairs)
- For three years – then becomes permanent