

# ADVANCE Briefing

August 2012

**PURDUE**  
UNIVERSITY

Purdue Center for Faculty Success  
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## Balancing The Scale

Women today currently earn 41% of PhD's in STEM fields, but make up only 28% of tenure-track faculty in those fields.

Recent studies (Bilimoria, 2008\*) suggest that the adverse effects of attempting to balance the often extreme demands of career and life play a role in the success and retention of women faculty.

To address this challenge, both NSF and NIH now offer initiatives to support work-life balance. The NSF's Career-Life Balance Initiatives, a set of forward-looking policies and practices, help to increase the placement, advancement, and retention of women in STEM disciplines, particularly women seeking tenure in the academy. NSF offers supplemental awards to investigators to pay for a lab technician while the investigator goes on family leave. In addition, NSF allows for the postponement/extension of grants for childbirth/adoption, and grant suspension for parental leave. NIH provides grant stipends to cover replacement technical support to maintain labs while principal investigators are on family leave.

"Too many young women scientists get side-tracked or drop their promising careers because they find it too difficult to balance the needs of those careers and the needs of their families," said Subra Suresh, NSF Director.

NSF hopes the initiative will lead to new ways to partner with universities, colleges and research institutions to attract, nurture and retain greater numbers of women from the STEM workforce, including scientists and engineers.

For more information, contact:  
[www.nsf.gov/career-life-balance](http://www.nsf.gov/career-life-balance)  
<http://grants.nih.gov>



Connie Weaver Receives the Herbert Newby McCoy Award

Connie Weaver, head and distinguished professor of nutrition science, is the 2012 recipient of the Herbert Newby McCoy Award, the most prestigious research honor given by Purdue University.

Weaver is being recognized for her work on calcium metabolism in adolescents and the impact of diet, gender, race and sexual maturity on calcium utilization. She is a member of the Institute of Medicine, the health arm of the National Academy of Sciences.

"Professor Weaver's findings transformed the way the nation thinks about the value of calcium consumption, and especially its importance in establishing bone health in young girls that will last their lifetime," said Richard Buckius, Purdue's vice president for research.

Weaver will present and be recognized during the McCoy Distinguished Lecture on Nov. 14 from 3:30-4:30 p.m. in Stewart Center's Fowler Hall.

\* Bilimoria, Joy, Liang. (2008) *Breaking Barriers and Creating Inclusiveness: Lessons of Organizational Transformation to Advance Women Faculty in Academic Science and Engineering*. Human Resource Management, 47 (3) 423-441.

## ADVANCE PURDUE

CENTER FOR FACULTY SUCCESS



### Faculty Search

### Committee Workshop

#### When and Where?

Thursday, September 27, 2012  
8:00 AM - 12:00 PM  
PMU West Faculty Lounge

#### Who should attend?

Search Chairs and Committee Members  
Department Heads and Associate Heads

#### RSVP

Pat Ehrlich, PCFS Secretary, at  
precorde@purdue.edu For questions, contact  
Barb Clark at BarbClark@purdue.edu or call 494-1765.



## Welcome New Faculty !

You are invited to FAST. See website for dates and times.

**FAST** FACULTY ADVANCEMENT,  
SUCCESS AND TENURE

Details to Follow.

ADVANCE-Purdue (NSF #0811194) is an institutional transformation project funded by the National Science Foundation that targets the recruitment, retention and advancement of female STEM faculty. At the heart of ADVANCE-Purdue is the Purdue Center for Faculty Success, a campus center located in Discovery Park that develops programming and implements activities and events for all Purdue faculty members.