



RUTGERS

THE STATE UNIVERSITY
OF NEW JERSEY

Robert L. Barchi, President

February 5, 2014

Mr. Kenneth Swalagin
University Senate
Rutgers, The State University of New Jersey
ASB III, Suite 110
Cook/Douglass Campus

Dear Mr. Swalagin:

I am writing in response to the Report and Recommendations on Charge S-1306 regarding establishing a Dual Career Services Program as adopted by the University Senate at its November 2013 meeting. I thank the members of the Faculty and Personnel Affairs Committee for their advice on this program and for their useful research on similar programs offered by peer institutions.

We agree with the Senate that this is an important issue. As your report notes, the University is already engaged in developing such a program, initiated through the Office for the Promotion of Women in Science, Engineering, and Mathematics (SciWomen). Following the expiration of its NSF ADVANCE grant in August 2013, that Office applied for and received supplemental funding to provide initial salary support for a Rutgers Dual Career Specialist position. As part of the grant application, the University pledged to continue to support the position and the creation of an office to assist in the hiring and retention of dual career couples once the grant funds have expired. The pilot project is focusing on women faculty in STEM disciplines in its first year, with plans to expand to all faculty thereafter. SciWomen will be working with University Human Resources and Academic Affairs as they develop the program. The issues detailed in the Senate's recommendations will be among those considered as the broader program is developed and implemented. Once we examine our experience with the pilot program, we will be in a better position to determine the features, participants, and costs of a University-wide program.

Sincerely,

Robert L. Barchi

c: Richard L. Edwards, Executive Vice President for Academic Affairs
Vivian Fernandez, Vice President for Faculty and Staff Resources
Natalie Batmanian, Director, SciWomen