

# About ASPIRED

The Adaptations for Sustainable Policies and Increased Recruitment Excellence in Diversity  
(<https://www.memphis.edu/aspired/>)

ASPIRED is a project at the UofM awarded through the National Science Foundation (NSF) ADVANCE program in 2019. The ADVANCE program is designed to foster gender equity through a focus on the identification and elimination of organizational barriers that impede the full participation and advancement of diverse faculty in academic institutions. ASPIRED focuses specifically on gender equity and inclusion among the STEM faculty at the University of Memphis.

# ASPIRED Team:



Esra Ozdenerol,  
Earth Sciences  
Faculty Bio



Abby Parrill-Baker  
College of Arts & Sciences  
Faculty Bio



Jacob George Allen  
Theatre  
Faculty Bio



Stephanie Ivey  
College of Engineering  
Faculty Bio



Carolyn Ransford Kaldon  
Center for Research in Educational  
Policy  
Faculty Bio



Amanda Rockinson-Szapkiw  
Instructional Design and Technology  
Faculty Bio



Firouzeh Sabri  
Physics and Materials Science  
Faculty Bio



Craig Stewart  
Communication Studies  
Faculty Bio

# ASPIRED Programs

- **UM-Intersect** will improve awareness of diversity, inclusion, and cultural responsiveness by educating search committees (**STRIDE committee**); conducting focus groups; training on implicit bias using interactive theatre sketches(**TIGER Lily Collective**); and improving department climate through **department climate improvement workshops** and **department climate improvement grants**.
- **UM-Connect** will improve social and professional connections to increase women faculty's sense of community (i.e., decrease isolation) and prospects for professional advancement within their departments through **mentoring, networking (STEM luncheon webinars, social and community networks)**.
- **UM-Integrate** will improve women faculty's satisfaction with their work-life-family integration. These goals will be achieved by increasing policy awareness and development of policies (**Dual-career policy**), bringing awareness to initiatives (**welcome packet**) and supporting professional advancement and work-family integration (**Integrate grants**).

# Dual Career Needs

- Currently, there is no dual-career assistance program for partners of faculty job candidates nor dual-career policy addressing dual-career issues in the recruitment process at UM.
- Meeting the needs of dual-career couples is critical to recruiting and retaining highly qualified women faculty in the STEM fields, where studies show dual career needs are more prevalent.
- ASPIRED Team conducted a climate survey in 2019. Based on this survey, 20% of STEM women selected improvement of spouse/partner employment status as a reason to leave UM. Spousal hires were only 5% between 2016-2019 at UM.
- Based on 2017 family friendly survey, when asked about the importance of benefits offered at UM, 51.9 % women faculty listed dual career assistance.

# Dual-career Policy Task Force (DCPT)

- ASPIRED NSF ADVANCE Program at the University of Memphis has proposed to create a Dual-career task force composed of faculty to create a dual career policy.

The DCPT is charged by the Academic Policies Standing Committee with formalizing recommendations for programs and policies related to dual-career services according to the below process:

- a. Solicit more faculty members to DCPT
- b. Work with the Faculty Senate and Provost's Office to formalize recommendations for programs and policies related to dual-career services.
- c. Investigate comparable institutions policies and programs from other NSF ADVANCE institutions related to dual career.
- d. Explore community partnerships and key stakeholders for dual-career option