

# ENGINEERING GENDER EQUITY THROUGH Policies & Practices

In 2021, with funding from the National Science Foundation, ASEE incorporated a first-ever policy survey into the annual Profiles of Engineering & Engineering Technology data collection. The questions focused on two factors that could affect gender equity in engineering and engineering technology education: institutional support and climate. Of the 280 institutions that participated, 203 answered at least one of our survey questions in these sections. The results for two aspects—policies and practices on dual-career hires\* and childcare—appear below. ASEE will release a longer report by early 2023.

\* *Dual-career hires refers to institutional policies on hiring two partnered individuals, such as a married couple. Some colleges and universities facilitate placement for the spouse of a recruited faculty member.*

## DOES YOUR COLLEGE HAVE A POLICY/PRACTICE ALLOWING FOR DUAL-CAREER HIRES?

47  
YES

61  
YES\*

\* Yes, the practice of dual-career hires is in place, but there are no written policies describing its use.

68  
NO

19  
DIDN'T ANSWER



## IS THE POLICY ALLOWING FOR DUAL-CAREER HIRES PUBLICLY POSTED AND MADE AVAILABLE TO CANDIDATES?

35  
YES\*

\* Institutions were asked to provide the URL, and 33 did so.

8  
NO

160  
DIDN'T ANSWER



## IS THERE CHILDCARE AVAILABLE ON YOUR CAMPUS?

118  
YES

9  
DIDN'T ANSWER

61  
NO

Some institutions indicated that while childcare wasn't available on campus, it was available very close by or in partnership with other institutions.

## IF AVAILABLE, IS ON-CAMPUS CHILDCARE SUBSIDIZED?

1  
YES

28  
YES, PARTIALLY

65  
NO

95  
DIDN'T ANSWER



Some institutions indicated that there was a childcare fund for which staff and faculty could apply or that there was a sliding scale based on income for university-affiliated childcare. A few institutions indicated that support was provided by units (departments, centers, etc.) but not at the college or campus level.