AAPG PROfessional Women in Earth ScienceS

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AAPG PROfessional Women in Earth Sciences

Mission:

To make a positive difference in the professional careers of women in the Earth Sciences by interacting with them, their male peers, employers, students, and professional societies through committed volunteering, mentoring and leadership.
Before PROWESS (2006):

- Women represented 40% of undergraduates in geology
- Women represented <10% of the AAPG membership (unchanged in over 20 years)

Now (2014):

- Women now represent >18% of the AAPG membership
- PROWESS has initiated:
  - Short courses on leadership skills and business acumen
  - Childcare at annual convention
  - Diversity seminars, panel discussions, forums & luncheons (nat’l & internat’l)
  - Industry Workforce Retention Survey
  - Annual networking events; establishing relationships with similar committees in AWG, SEG and GSA. “Breaking Glass Walls”
Crunching the Numbers

Women Account For...

AAPG

- >18% of total membership
- 25% of the Executive Committee
- 15% of Executive Committee candidates
- 17% of the Advisory Council

U.S.

- ~40-45% of all Geoscience Degrees (B.S., M.S., PhD)
- 47% of total workforce
- 19% of total petrochemical employment
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Workforce Retention Survey

Goals
- Assess (energy) industry climate for women
- Identify industry practices that support working women and contribute to employee satisfaction
- Produce recommendations for future action

1700 respondents
- Petroleum industry geoscientists
- Currently working & having previously worked in the petroleum industry
- Multiple choice & open ended questions

3 groupings of respondents
- Stayers (73%): skewed younger (<40 yrs age)
- Leavers (15%): skewed older (>40 yrs age)
- Returners (12%): skewed older (>40 yrs age)
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Workforce Retention Survey

- **Perceived Rewards**
  - Monetary compensation important across all experience levels
  - Opportunity for intellectual contribution & scope of work increases w/ age

- **Perceived Challenges**
  - Work/family issues are the top challenge
  - Opportunity for advancement / recognition
  - Finding female mentors

- **Perceptions of Changes and Improvement in Work Climate**
  - **Work/Family issues:**
    - Experienced perceive more change
    - Flex-time & working remotely = most changed
    - Work/family balance has changed, but proportionately less than other issues
  - **Rewards:**
    - Most changed: monetary compensation & advancement opportunities
    - Least changed: recognition & career advancement commensurate with yrs service
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Workforce Retention Survey

• Lessons learned:
  – Value opportunities to contribute intellectually
  – Work/family balance is a persistent concern
    • Some perception of change but more change needed
  – Work climate, career advancement and women in leadership
    • Change for women is slow
    • Suggests a general problem with work climate
  – Incentives to stay or return
    • Improve work climate
    • Women in leadership
SPE Dual Career & Retention Surveys

- **Dual Career couples** = ~50% of workforce (proportion will increase with the crew change)
- Female % of workforce is increasing and will continue to grow
- **Females more likely** than males to be part of a dual career couple and have a partner in the petroleum industry
- Will relocate “If the move was to a location where partner can find work?” women = 2\textsuperscript{nd} motivator; men = 6\textsuperscript{th}
- Only 13% of women & 17% of men said their company did a good job of providing employment assistance for an accompanying partner
- “Only 4 countries have no national law mandating paid time off for new parents: Liberia, Papua New Guinea, Swaziland, and the U.S.”
- Parents want: flexible hours, telecommuting, part-time work, 9/80 schedules
  - 13% of men & women encountered resistance from manager when trying to use company’s work-life balance friendly policies.
  - 20% of women & 15% of men encountered negative feedback from colleagues.
- Women more likely to stay because they are respected and have flexible work schedule (men most motivated by money)
Finding Solutions

**Future Recommendations**

- **Incentives for retention**
  - Family friendly policies (benefits both women & men)
    - Coordination of dual careers when both work for same employer
    - Flexible work time / telecommuting
    - Length of maternity leave?
    - On-site Childcare
  - Career opportunities
  - Mentoring

- **Continuing research**
  - UT Austin conducting a more systematic study