



# 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.*



**AAPG**

PROWESS

# AAPG PROfessional Women in Earth ScienceS

## 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

# AAPG PROWESS

## *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)

# AAPG PROWESS

## *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

# AAPG PROWESS

## *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 (2011, 2012, 2013)

- **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<sup>nd</sup> motivator; men = 6<sup>th</sup>
- 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