



Dual-Career Hiring at UD

Background

In spring 2014 and again in fall 2015, UD ADVANCE presented a “talking point” (see reverse side) to the provost on dual-career hiring based on a 2008 research report out of the Clayman Institute at Stanford University. The report documented national statistics on dual-career couples and profiled universities with policies to help dual-career couples identify employment opportunities. The report details how spousal/partner accommodations are critical for hiring and retaining faculty, especially women in STEM. We made the case to the provost that UD’s lack of formal dual-career policy was a deterrent to hiring and retaining excellent faculty, especially women scientists and engineers.

Faculty Climate Survey Results

The 2016 ADVANCE Faculty Climate survey confirmed that dual career is an issue at UD. Of the faculty who responded to the 2016 survey, 249 indicated having a working partner and 40% of those working partners were in academia. Of the academic partners, 65% were faculty (t/tt or CT). 72% of the academic partners worked at UD (although this number may reflect some double-counting if both partners are faculty who completed the survey). 37% of the respondents with a partner who worked at UD indicated that they received formal assistance with dual-career efforts. Even without a formal policy in place, some ad-hoc dual career assistance has been available.

The survey results indicate that dual-career considerations are important for faculty retention at UD. Fifty-six faculty indicated that they consider leaving UD to improve the employment situation of their spouse or partner “very often” or “all the time.” An additional 54 faculty members consider leaving UD for this reason “sometimes.” These results suggest that nearly a quarter of UD faculty (22.6% of survey respondents) have considered leaving the university due to issues with dual-career pathways. There is a clear need for attention to this issue.

Progress

In fall 2015 the provost authorized posting a statement on dual careers on UD’s website (<https://www1.udel.edu/udjobs/resources/dual.html>) and joining the New Jersey - Eastern Pennsylvania - Delaware chapter of the Higher Education Recruitment Consortium (HERC), which assists dual-career couples in finding academic employment. He also established a working group of faculty and administrators, led by Matt Kinservik, Vice Provost for Faculty Affairs, and Rachel Davidson, Professor of Civil & Environmental Engineering and Associate Dean for Diversity, College of Engineering, to gather data and assess the current state of dual-career possibilities at UD.

The working group formalized a protocol (see next page) for dual-career assistance targeted at new faculty (t/tt and CT) hires, although other requests may be honored. A website is being developed where faculty candidates may enter partner information and request a meeting with HR if the partner is interested in a job outside the university or a staff position at UD, or with the Vice Provost for Faculty Affairs if the partner is seeking a faculty position. In either case, assistance will be provided but partner employment is not guaranteed.

Formalizing the protocol for dual-career assistance will help UD compete nationally for strong faculty candidates, especially women in STEM. However, it is important to stress that the current protocol is a first iteration that will need to be revised and enhanced over time. Please contact UD ADVANCE for more information (www.udel.edu/advance; ud-advance@udel.edu).



Protocol for Dual-Career Hiring

From the Office of the Provost
October 2016

Statement of Commitment

The University of Delaware recognizes that recruiting, retaining, and promoting an excellent, diverse faculty may involve supporting working couples to find meaningful employment at UD or in the surrounding community. To that end, we offer assistance to the spouses and partners of faculty who are moving to the University of Delaware. Although we cannot guarantee employment, we will make every effort to help spouses and partners find employment.

Eligibility

This protocol is primarily focused on Tenure Track and Continuing Track faculty who are being hired by the University or have been hired within the past two years. However, the University recognizes that non-faculty appointments are vital to its mission and will give full consideration to others as needed.

Protocol

In order to effectively assist in dual career placement, communicating early and acting quickly are often essential. The following protocol is designed to help the University to provide timely assistance to candidates who wish to receive it and to do so in a way that is consistent with the University's established hiring practices.

Step One: University Informs Candidates of Dual Career Assistance

Search committees must inform all finalists that the University of Delaware has a Dual Career Assistance Protocol. Candidates must be given a brochure describing the protocol and/or a link to the Web page that describes it.

Step Two: Candidate Requests Assistance

After a formal offer letter has been issued, the candidate may request to learn more about dual career assistance by using the online intake form. The form goes to Human Resources, not the search committee, and indicates the spouse's/partner's name, the type of work being sought, and educational and work history.

Step Three: Intake Discussion

A staff member in Human Resources will speak with the job candidate to determine the nature of the employment being sought for the spouse/partner and to answer questions regarding the assistance the University can provide.

Step Four: Referral

After completing the intake discussion, Human Resources will refer the candidate and the spouse/partner to the Vice Provost for Faculty Affairs (VPFA), who will oversee the dual career assistance efforts and maintain a record of those efforts. The VPFA will assign a primary point of contact for each case. If the spouse/partner is seeking an academic position, the VPFA will inform the dean of the college where the primary hiring unit is housed, and



will consult with other administrators in an effort to identify opportunities both within the University of Delaware and in the region. If a non-academic position is sought, the VPFA will inform the dean of the college where the primary hiring unit is housed, and will consult with Human Resources in an effort to identify professional opportunities both within the University of Delaware and in the region.

Step Five: Evaluation and Interview

In the event that an existing internal opportunity is identified for a spouse/partner, the unit identified will evaluate the spouse/partner as part of the search process. If a search is not underway, but an opportunity that benefits both the University and the spouse/partner is identified, a formal position description will be created and an expedited or waived search will take place. In the case of faculty appointments, a demonstration of support from the receiving unit's faculty, chair/director, and dean is necessary in order to make a formal offer of employment. In the case of a staff appointment, a demonstration of support from the supervising administrator is necessary.

Step Six: Making an Offer

If a decision is made to hire a partner/spouse, the VPFA will work with the dean of the primary hiring unit and other relevant administrators to determine if short-term "bridge" funding from the Provost is required to offset salary and/or start-up expenses for a period not to exceed three years. Agreement on a dual career hire and the funding to support it will be documented in a memorandum of understanding between the Provost, the dean of the primary hiring unit, and the dean of the receiving unit (if the spouse/partner is hired into a different college). In the case of a staff appointment, a memorandum of understanding between the Provost and the supervising administrator will be required. This memorandum will also include a statement of justification for the hire.