

DUAL CAREER HIRING IN CHALLENGING TIMES

- Kristin Sobolik, University of Maine
- Jane Wood, Park University
- Patricia Witherspoon, University of Texas-El Paso
- Alan White, East Carolina University, moderator



Sponsored by the Committee on Gender Issues

DUAL CAREER HIRING IN CHALLENGING TIMES

- Ability to offer employment to academic partners
 - Essential to recruiting and retaining diverse faculty
 - Increasingly becoming important
- Challenges:
 - Economics
 - Status Quo
- Discussion:
 - Two NSF-ADVANCE examples, one mid-term, one post award
 - One Specific Dual Hire Example

Partner Accommodation Policy

Kristin Sobolik

Associate Dean

College of Liberal Arts and Sciences

University of Maine



Partner Accommodation Policy at the University of Maine

- Before (and after)
- NSF-ADVANCE grant
- Partner Accommodation Policy
- After (and before)

Before (and after)

- Informal pathways
- Many examples of faculty leaving and not accepting positions
- Fixed length positions – a few move into tenure-track – a few shared positions
- Funds came out of college budgets -- less supportive if accommodation wasn't in own college – not incentivized
- No data collection (Associate Deans)
 - “Stars have to align”
 - “Haphazard”
 - “Weaving of layers of politics”
 - “Erratic in how it is operationalized”

NSF-ADVANCE Grant

- 2.5 years into 5 year grant
- STEM and SBS Areas
- Retention
- Promotion
 - Especially Associate Professor to Professor
- Partner Accommodation Policy
 - Open to all, not just STEM and SBS
- Impetus behind Policy

Partner Accommodation Policy

- Partner Accommodations in academic, professional, and classified areas
- Production based analysis of both partners
- Centrally funded
 - Incentive for units to collaborate
- Not punitive – units won't be penalized against future hires
 - If partner leaves position, then position reverts back to central

Production Based Analysis of Both Partners

- Similar to Tenure and Promotion Guidelines
- Research, Scholarship, Creative Activity
 - Grants and Contracts; Publications; Presentations; Juried Activity; Awards
- Teaching
 - Undergraduate; Graduate; Evaluations; Awards
- Public Service
 - State; National; International
- Unique Expertise
- Research and/or Teaching in a Priority Area

After (and before)

- Formal policy for partner accommodation
 - Retention of top faculty
 - Hiring top talent in academic, professional, and classified areas
- Helps satisfy some of the need
- Other needs are addressed as before, informal pathways
- Many needs are not addressed
- ADVANCE grant was impetus

Dual Career Hiring: Beyond ADVANCE

Patricia D. Witherspoon

Dean, College of Liberal Arts

The University of Texas at El Paso

Dual Career Hiring During ADVANCE

- Provost provided funds to help hire spouses for five years, during life of ADVANCE grant (2003-2008)
- ADVANCE team met with 95% of female candidates and discussed dual career hiring
- ADVANCE team met with colleagues at NMSU and together they created a joint effort to assist with dual career hiring.

- Over time, a human resources staff member began meeting with any faculty candidate who expressed an interest in dual career hiring, and then worked with contacts in the community to find positions for spouses/partners.
- In five years, 12 dual career couples were hired.

- Academic deans were members of an internal advisory committee for the ADVANCE grant, as was the Provost.
- The importance of dual career hiring was embedded in campus administrators, including deans, chairs and members of the Provost's staff.

After ADVANCE: Dual Career Hiring in College of Liberal Arts

Working with Assistant Professors

- Finding academic positions in the university
 - Initial appointment vs. subsequent appointment
- Finding staff positions in the university
 - Assistance from other administrators
- Finding positions in the community

Working with Full Professors

- The more senior the professor, the more senior the position needed for the dual career hire.
- Help provided by senior campus administrators

Counter-Offers: A Hire is not Forever

- To keep one professor, we made two counter-offers in order to be competitive.
- Provost matched the salaries and rest of the package.

Negotiating a Dual-Career Return

- Professor on leave at major federal agency
- Dual career offer to professor and spouse to return
- Package developed by Provost and VP for Research, Dean and Chair

Preemptive Work: Dean's Interview with Candidates

- Mention of institution as previous recipient of ADVANCE grant
- Emphasis on institutional commitment to dual career hiring
- Assistant professors may wait until they are on campus to discuss dual career hiring need.

- Ask chairs about mention of dual career needs in finalist candidate's formal or informal conversations.
- Early mention gives more time to conduct position search in community/on campus.

Dual Career Hiring in Challenging Times

A Case Study from Park University

Jane Wood

Park University

- Private, non-denominational, liberal arts
- 12,000 students
- 1,600 home (traditional campus)
- Online
- 40 Campus Centers primarily at military installations

Curricular Consistency 2005

- HLC and curricular consistency in modes of delivery
- The role of the Program Coordinator
- The new position of lecturer 2011

New Lecturer Position 2011

- Tenure line or tenured faculty
- Instructor
- Contract faculty
- Lecturer

Fall of 2010—Math position opens

- Tenure-track
- Number of applicants, but one strong candidate emerges
- Department favorite needs a spousal hire.
- Spouse also a Ph.D.

Negotiations

- Tried a bit of additional salary—no bite.
- Promised that if candidate would accept position, Park would employ spouse with 4 courses per semester at \$20,000 per AY plus 6 hours in summer for total of \$25,000 as an adjunct.
- If spouse could not find a position in city, then we would employ year two as a lecturer.

Happy Ending

- Spouse found a tenure line job at a neighboring institution for the following year.
- Benefits:
- Department hired the candidate they wanted.
- Candidate was happy.
- Dean's action shows investment in department and respect for dept. preferences