

Dual Career Issues

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- At our place, it is absolutely imperative to resolve dual career issues. The next slide shows a nearly one-to-one correspondence between successful resolution of DC issues and successful hiring or retention.

partner at recruit	action	partner at hire	action at hire	retain?
F no	none	y	nonacad in col	yes
M y	joint hire	y		y
M y	help nonacad	y		y
F n	none needed	y	in process	y<3
F y	none needed	y		y<3
F y	joint hre	y	acad in dept	y<3
M y	joint hire	y	"	y<3
M y	nonacad	y		y<3
F n	none	y	considered/none	no
M y	no, unknown	NA		
M n	no	no	no	n
M y	no	NA		
M y	no	NA		

Tools at Michigan

- Full time facilitator/negotiator appointed across the 3 biggest colleges (LSA, Med, Engin).
- Also finds jobs outside the U.
- Funding model: 1/3 dept, 1/3 partner dept, 1/3 provost for 3 years. This is the starting point.
- Same rule for intramural or cross-college appointments.
- College help within a dept.

Helpful features for me:

- Our Advance Project leader is superb.
- I don't know what the real rules are -
 - Can't game the system.
 - Can make reasonable proposals out of line with the 1/3 times 3 rule.
- Creates a problem-solving mentality rather than a rule-satisfying mentality.

Other random homilies...

- It is important and sometimes hard to recognize that there is a dual career situation early in the search/recruiting process.
- Its helpful and maybe essential to treat the partner respectfully as an independent human being. Language matters.