



Survey of Dual Career Practices
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How often does this come up?

- % of Ph.D.s in STEM

	women	men
– Married	67.2%	83.2%
– If married		
• Spouse works full time	84.4%	45.9%
• Spouse works part time	6.4%	20.5%
total	90.8%	66.4%
- Spouse works in STEM	57%	38%

- Prob female recruit will have partner looking for employment **60%**, in STEM **34%**
- Prob male recruit will have partner looking for employment **55%**, in STEM **21%**

NSF Women, Minorities and Persons with Disabilities in Science and Engineering 2004.



- 2004 NMSU survey 13/19 (68%) departments had dual career issues during recruitment/retention over the last few years.
- 1999 UNR survey 37.8% of faculty reported partners had difficulty finding a job in the local area with 79% reporting partner overqualified for available positions.



Survey

- Web sites of 83 largest public research universities
- Human Resources Department and Provost's Offices
- 42 (51%) university web sites had some information on dual career couples
- 5 of these had references to being sensitive to needs of dual career couples but no other information



Services

- Employment lists: off campus employer list 20 59%
on campus listing 17 50%
- Career services- resume review, interview skills, career counseling 12 35%
- Circulate resume 6 18%
- Waiver of national search 9 26%
- Non-tenure track possibilities (including temporary fellowships) 7 21%
- Tenure track possibilities 11 32%
- Split positions 1 3%



Funding for faculty positions

- 13 (38%) universities provide information on funding faculty lines
- Temporary or bridge funds $n = 4$
- 3 years of $\frac{1}{3}$, $\frac{1}{3}$, $\frac{1}{3}$ funding or 2 years of $\frac{1}{2}$, $\frac{1}{2}$ funding $n = 6$
- Research seed money $n = 1$
- Temporary (1 year fellowships) $n = 3$



Best Practices

- Prepare
 - What steps do you take?
 - What resources can Human Resources/Career Counseling Center/Provost' Office/Dean/Research Office (start up) provide
 - How do faculty go from non-tenure track to tenure track? Can 50% time faculty be tenure track?
 - Is it easier to hire a current employee- 1 year employment bridge
 - Plan to have a person not on the search committee meet with all candidates to provide information



One size does not fit all

- All partners are not looking for the same type of position
 - Employment opportunities in the community
 - Employment at other colleges and universities
 - Non faculty employment at the university
 - Non tenure track faculty position (research, lecturer, clinical, director)
 - Tenure track faculty position



For Partners looking for Faculty Positions

- Look at multiple departments
- Consider non-tenure track positions
- Address how to move to tenure track positions or permanent positions
- Split positions
- Less than full time positions if funding is not available
- Bridge funding with efforts to make funding permanent



Qualifications

Candidate must be qualified for position, no guarantees of employment

For tenure track faculty positions candidate must “fit” with department and possess accomplishments seen in candidates short listed on job searches.

Department or unit needs to have system for evaluating candidate and should have final say in hiring decision.

Accompanying partners want to be hired for their own skills and accomplishments.



Retention

- Hire qualified candidates
- Integrate candidate into department or unit
- For faculty positions
 - Research seminar – provide validation of qualifications
 - Mailbox, email, telephone, office, listed on webpage
 - Lab space and start up funds may be needed
 - Tenure and Promotion Committee or Evaluation Committee
 - Treat like other faculty members
 - Don't introduce as “spousal hire”



Role of Department Chairs/Heads

- Interviews with 9 USU dual career couples with two faculty positions
- Department Heads were key to success
 - Followed through and made it work or not
 - Attitude of Department Head important for acceptance by staff and colleagues

USU Climate Survey – departments with high scores on quality of relationships have had success with dual career placement, those with low scores have not.



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