

Oregon State University recognizes the importance of supporting dual career couples in recruiting and retaining the best faculty. Therefore, beginning with the 2011-2012 academic year, the Provost is launching a Dual Career Hiring Initiative (DCHI).

The initial phase of the DCHI is intended for enhancing the recruitment of new tenure-track faculty to OSU. If, through a regular search, a unit finds that a top candidate has a partner who will be seeking academic employment, the Provost will entertain a proposal to approve a waiver of search and jointly fund the academic partner.

The funding model for the dual career hire stipulates that the:

1. University covers one-third of salary plus OPE for the partner hire for three years
2. Primary unit (with the original search) covers one-third of salary plus OPE for the partner hire for three years
3. Unit hiring the partner covers one-third of salary plus OPE for the partner hire for three years

After three years, the hiring units will assume all responsibility for salary/OPE and related costs.

### Guidelines

When an academic unit administrator has a priority candidate applying for a tenure track position who has a partner who will be pursuing academic employment<sup>1</sup>, the administrator should ask for the partner's CV and determine other units for that employment. The unit administrator is responsible for contacting other units and discussing the potential for a dual career hire. Conversations should include faculty of both units, and must include the deans of each college.

If, after full consideration and agreement, there is interest in pursuing a dual career hire, the following should be submitted to the Senior Vice Provost for Academic Affairs:

1. CV for the primary and partner hire
2. Statement indicating the support of both units' faculty, supervisor, and dean<sup>2</sup>
3. Rationale for the dual career hire; aligning their work with the unit, college, and the university strategic plan. In particular, what role will the faculty members play in:
  - a. Undergraduate education
  - b. Graduate education
  - c. Research
  - d. Outreach and engagement.
  - e. Promoting and enhancing diversity
4. Statement of the how the start-up costs for the two hires will be covered.
5. Statement of how the funding for the positions will be covered beyond the end of this hiring initiative funding.

The primary criterion for granting a waiver of search and funding the partner hire is whether the proposed hires advance academic excellence in the units, colleges, and university.

## PROVOST'S DUAL CAREER HIRING INITIATIVE

Proposals for dual career hiring should be sent to the Senior Vice Provost for Academic Affairs. For tenure-track hires, a decision to fund the position will be made in 2 to 4 working days.

### Notes

1. While this initiative is intended for partners who are also seeking tenure-track appointments, request for appointments to professional faculty positions will also be considered when a compelling case is made. The funding model for such hires will follow the same path as for academic faculty hires.
2. The DCHI is targeted toward entry level tenure track faculty, and the decision to fund the proposal will be made exclusively by the Senior Vice Provost. If either the primary or partner hire will be offered tenure, an out-of-cycle tenure review will be required prior to final tenure consideration by the Provost.

The initial budget for the DCHI is \$300,000.

Questions about the Provost's Dual Career Hiring Initiative should be sent to the Office of Academic Affairs.