

Dual Career Services

**University of Minnesota
Board of Regents**

September 11, 2008



Transforming the U: Framework



VISION: Improve the Human Condition
Through the Advancement of Knowledge

MISSION: Extraordinary Education • Breakthrough Research • Dynamic Public Engagement

GOAL: Become one of the Top Three Public Research Universities in the World

EXCEPTIONAL STUDENTS

Recruit, educate, challenge, and graduate outstanding students who become highly motivated lifelong learners, leaders, and global citizens.

EXCEPTIONAL FACULTY AND STAFF

Recruit, mentor, reward, and retain world-class faculty and staff who are innovative, energetic, and dedicated to the highest standards of excellence.

EXCEPTIONAL ORGANIZATION

Be responsible stewards of resources, focused on service, driven by performance, and known as the best among our peers.

EXCEPTIONAL INNOVATION

Inspire exploration of new ideas and breakthrough discoveries that address the critical problems and needs of the University, state, nation, and world.



MAY 2006

FOUNDATION FOR SUCCESS: Foster Culture of Excellence • Cultivate International Learning
Advance Interdisciplinary Frontiers • Build Diverse Community • Generate Critical Resources • Account for Results

Collaborative effort

Partnership of U of M offices addressing dual career issues:

- Office of the Vice Provost for Faculty and Academic Affairs
- Office for Equity and Diversity
- Office of Human Resources
- Academic and Corporate Relations Center
- Colleges and Departments
- Career centers

Faculty: partner status

- 86 percent are partnered
- 72 percent are members of dual career couples
- 36% are members of dual-academic couples
 - 63 percent of academic couples work within the same general field of inquiry
 - 83 percent of women scientists and 54 percent of men scientists (in academic couples) are partnered with another scientist

(Schiebinger, Davies Henderson, & Gilmartin, 2008)

Faculty: partner status

- The proportion of faculty with academic partners been stable since 1989
- What has changed is the rate at which couples are being hired
- Partners matter in the decision to come to a university and in the overall recruiting process

(Schiebinger, Davies Henderson, & Gilmartin, 2008)

Key reasons for dual-career hires

- Excellence
- Diversity
- Quality of life

(Schiebinger, Davies Henderson, & Gilmartin, 2008)

Office of the Vice Provost for Faculty and Academic Affairs

- At the University of Minnesota, we used data from:
 - Collaborative on Academic Careers in Higher Education Survey (2005)
 - PULSE Survey
 - Focused luncheons with new faculty
- All confirmed key importance of dual-career hires

Office of the Vice Provost for Faculty and Academic Affairs

- How do couples come to the University of Minnesota?
 - Two open searches, often in the same field
 - Assisting a spouse or domestic partner to find an open search in another field at the U
 - Creating or enhancing a position as a faculty member or a P&A employee

Bridge Funding

The Office for Equity and Diversity offers bridge funding for spousal and domestic partner hires

- Provides transitional financial support for academic departments to hire the spouse or domestic partner of an outstanding candidate they desire to recruit or retain when a position for the partner is a major condition of their acceptance
- Funds are intended to complement, not replace money regularly available to a unit
- Maximum funding available is salary and fringe at 100% in year one and 50% in year two
- In all cases, one of the partners must be a faculty member

Bridge Funding: Demographics

Academic Year	Total Number of Hires	Number of Funded Hires
2003-04	11	0
2004-05	9	4
2005-06	12	4
2006-07	15	7
2007-08	19	10
Total	66	25

Bridge Funding: Demographics

College/Campus	Total Number of Hires	Number of Funded Hires
CBS	6	3
CEHD/CHE	9	6
CFANS/COAFES	7	6
CLA	12	2
CSOM	1	
Dentistry	4	
IT	2	1
Medical School	5	1
Public Affairs	2	1
Public Health	1	1
Veterinary Medicine	1	
Administration	3	2
Duluth Campus	11	1
Morris Campus	1	1
Rochester Campus	1	
Total	66	25

Bridge Funding: Demographics

Classification of Spousal or Domestic Partner Hire	Number of Hires
Faculty	
■ Professor	7
■ Associate Professor	13
■ Assistant Professor	32
■ Instructor	2
■ Clinical	1
P & A	
■ Academic Administrative	3
■ Academic Professional	8
Total	66

Office of Human Resources

■ Dual Career Services

- Provides job search assistance to academic and non-academic spouses and partners of prospective and new faculty and staff

■ Upper Midwest Higher Education Recruitment Consortium (UMW HERC)

- Collaborative partnership of 52-member institutions in Minnesota and Wisconsin
- www.uppermidwestherc.org

Ongoing challenges

■ Institutional

- long-range planning and priorities
- faculty autonomy
- merit
- resource allocation

■ Individual

- timing
- distance
- local job market
- personal qualifications, motivation, and expectation
- visa status

Questions and comments