

FREQUENTLY-ASKED-QUESTIONS: DUAL CAREER ISSUES

Can the dual career status of a candidate be discussed by the search committee?

Definitely not. The chairs of search committees (and search committee members) play an important role in helping all committee members ensure that dual career status is not a topic of discussion in evaluating a candidate. It is important to recognize that committee members may have good ideas about potential dual career solutions, but these should NOT play any role in the discussion of the merit or suitability of candidates.

When is the best time to encourage a candidate to raise a dual career concern?

It is counterproductive (and illegal) at any time to ask candidates direct questions about their partner situation. Such questions often cause candidates to conclude that partner situations are relevant job considerations, which of course they must not be. However, it is very important to provide *all* candidates with information about the dual career program very early in the process—ideally before they even visit.

Once a candidate is invited for a visit, chairs and other administrators typically want the maximum amount of time possible to try to address dual career issues. On the other hand, if a candidate raises the issue early, this may prompt more attention to the issue than is advantageous to the candidate in the department's deliberations. Because any individual cannot guarantee the effect of raising the issue early, candidates should not be given specific advice about what to do. Instead, it is appropriate, if they ask about the issues, to point out the advantages and disadvantages to raising it earlier or later.

How does a candidate actually get help with dual career issues?

Ordinarily a department chair contacts the dean's office, which may contact an internal dual career office, or may request dual career services from the Office of the Provost. Department chairs should be informed about the specific procedures used in their school or college. Search committee chairs and members should not make direct

contact with the dual career, dean's, or Provost's offices. Contact with the dean's office, and potentially a request from the dean for assistance from the Provost's dual career services, may occur before an offer is extended, but it is important that the department chair is clear about the current status of the search process.

Are dual career services from the Provost's office only available for spouses of faculty?

No. Dual career services from the Provost's office are not limited to spouses, but are available to those described by a faculty candidate as a partner. They are not available to partners of post-doctoral fellows, graduate students, or staff.

Are dual career services from the Provost's office only available when a candidate is first considering the University?

No. Under certain circumstances faculty already at the University can receive dual career services, when recommended by a department chair or dean and subject to approval by the Provost's office.

Exactly what will the University do to support a dual career hire? I've heard about many different arrangements, and I don't understand what I should tell candidates and partners about how they work.

First, University funding can be used to directly support jobs only for employees of the University of Michigan. Placement assistance for partners who are looking for jobs in the community is also available.

Second, prudent practice suggests that candidates and partners should not be told about specific funding arrangements for partners. Information of this sort tends to undermine the partner's sense of being a valued member and contributor in the unit where they are hired. Moreover, the specific funding arrangements inevitably depend on the nature of the position and the source of funding. Although individual arrangements have many forms, in all cases the partner's position must eventually be funded

entirely within the unit (or units) based on the need for the position and the performance of the individual.

What is the role of department and search committee faculty members in addressing dual career issues?

Depending on the partner's skills and interests, the department faculty may be key resources in identifying career possibilities both on and off campus. Moreover, department faculty can be encouraging or helpful in social and professional settings with the partner. It is crucial that the partner is treated as an independent individual with career needs, rather than as an appendage to a much-desired colleague. Partners are likely to be sensitive to all cues (in language, tone, and approach) that might suggest that departments and individuals are interested not in their qualifications and talents, but only in recruiting the faculty candidate who is their partner.

Does the department have an obligation to support administrative aspects of the dual career services?

The Provost's Dual Career office works with the school or college and/or the department's administrative staff to assist with dual career issues. The department should be prepared to commit the necessary time.

How can we be positive about the University's commitment to dual career needs and not over-sell the possibilities for a successful outcome?

Members of a search committee or other faculty involved in recruiting must balance two needs: the desire to be encouraging to candidates about the University's and the department's commitment to working on dual career issues, and the need to avoid creating the perception that we can guarantee the partner a job.

What happens if the dual career arrangement that is worked out is only temporary?

Apart from tenure-track faculty appointments, employment arrangements for partners within the University are sometimes temporary and may be subsidized for a limited period (often three years). It is important to balance the candidates' inevitable preference for permanent solutions and the reality that partners must in fact perform in a competitive job market. At the same time, it is important that the initial appointment be one in which the partner has a realistic chance of success, and that partners and candidates be informed about the long-term prospects of short-term arrangements.

It is crucial that departments monitor the success of the dual career arrangement for the partner and identify difficulties as early as possible.

Additional information can be found at the following links from the Office of the Provost:

This page provides information for Dual Career Couples:

http://www.provost.umich.edu/programs/dual_career/

For more information please contact the ADVANCE Program at advanceprogram@umich.edu, or visit the ADVANCE Program's Web site at <http://advance.umich.edu>.