

FACULTY MEETING

April 27, 2018

RESOLUTION

Be it Resolved:

that the Faculty asks the ADOF/VPAA to work with other Divisions at the College to encourage the hiring of faculty spouses and partners into appropriate open and needed positions across the College.

Measures to be adopted should include, but not be limited to, the following:

- Develop and implement an institutional policy on dual-career hiring
- Make interested partners eligible to apply for open positions as internal candidates
- Allow partners to access Skidmore's existing employment services
- Develop and implement a mechanism to provide institutional perspective and oversight in hiring practices including search committees to ensure that partner job candidates are treated equitably, to advocate for the institutional benefits of qualified partner hires, and to guard against perceived biases against partners, while not forcing partners onto departments/offices
- Designate a staff member within HR to provide employment coordination services for employees' partners, in close coordination with DOF, the Career Center, and Alumni Relations

We encourage the Administration to include both faculty and staff and their significant others in any such measures, and to rapidly implement cost-neutral measures. We recognize that the College does not have the capacity to employ all spouses and partners of faculty hired.

Rationale:

Skidmore lacks a comprehensive policy on dual-career hires, despite the fact that about 80% of academics have spouses or partners who are working professionals, almost half of whom are also academics (Wolf-Wendel et al., 2004). The College's mixed track-record of working with dual-career couples reflects our lack of a comprehensive policy on the so-called "two-body problem." Other higher-ed institutions have extensive experience addressing this issue on an institutional rather than individual level. "By considering the two-body problem as a two-body opportunity, institutions are demonstrating that they can get top-notch faculty, who are happy, productive, and likely to stay, and who provide an excellent role model for undergraduates." (Sher, 2006).

Top colleges and universities that have invested in spousal hiring find that it advances the institution and many effective measures are cost-neutral (Philipsen and Bostic, 2010). As we all work to make Skidmore a great place to work and learn, addressing partner work for faculty and staff is a proven tool that we have yet to apply towards meeting our goals. Spousal work policies and resources are supportive of diversity and inclusion goals, as well as competitiveness in hiring and employee retention. Implementing effective policies to address the well-

documented “two body problem” presents Skidmore with an opportunity to advance a number of the College’s commitment to Inclusive Excellence, strengthening the College community in support of all four of our strategic priorities: **I. Integrative Learning and Education**—To Enhance the Work of the Faculty as Teacher–Scholars, **II. Access**—To Ensure Access for All Our Students to an Extraordinary Educational Experience: **III. Well-Being**—To Strengthen the Inclusiveness, Health, and Well-Being of Our Community, and **IV. Sustainability**—To Continue to Build a Sustainable Institutional Foundation for Excellence. (Skidmore Strategic Plan 2015-2025).

We will organize discussion fora in November for faculty and staff interested in discussing this topic.