

## FACULTY MEETING

April 27, 2018

New Version (changes in red)

### Be it Resolved:

that the Faculty asks the **DOF** to work **within Academic Affairs and across** other Divisions at the College **to develop a transparent institutional policy on dual career assistance, building on effective current practices** 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~~

Although the specifics of labor union contracts may require an initial focus on non-union employees, primarily faculty and senior administrative staff and their **partners**, 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). **Although the College regularly hires some faculty partners in temporary and permanent positions, a written policy would help ensure that our process is transparent, consistent, and effective.** 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 committed to spousal hiring find that **partner accommodation policies** advance 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 fully towards meeting our goals. **"Academic couples represent a deep and diverse talent pool", and as such,** spousal work policies and resources are supportive of diversity and inclusion goals, as well as competitiveness in hiring and employee retention (Scheibinger et al., 2008). **Partners bring enormous human capital to our community, and studies show that dual-hire faculty are highly productive and have long durations of employment (Woolstenhulme et al., 2012; McCluskey, 2015).**

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). **Co-operation across administrative Divisions at Skidmore is essential to developing transparent and consistent policies. We will bring the issue to IPPC for consideration, after the Faculty have an opportunity to vote on this Resolution.**

<https://tinyurl.com/DualCareer-Scheibinger>