

Faculty Senate Resolution 13–01

“Adopting a University Protocol for the Retention and Recruitment of Dual Career Faculty Members”

Sponsored by Andrew Schwarz

Whereas the percentage of individuals seeking faculty positions who are part of a dual-career academic couples is significant (35-40%) and is increasing at a rapid rate¹

Whereas over half of research institutions in the U.S. already have programs in place for the retention and recruitment of dual career faculty members²

Whereas few SEC schools have a formal protocol for the retention and recruitment of dual-career academic couples²

Whereas, without a protocol LSU is at a competitive disadvantage in the retention and recruitment of such faculty^{3,4}

Whereas the adoption of a protocol would enable LSU to increase the retention and recruitment of top candidates, including those from underrepresented groups^{3,4}

Whereas the achievement of the Flagship 2020 Agenda depends on the retention and recruitment of outstanding university professionals⁵ and the failure to adopt a protocol will hinder the retention and recruitment of top faculty

Whereas the availability of employment for a spouse or partner becomes a major determinant in the decision to remain (in the case of retention) or join (in the case of recruitment) LSU

Whereas the failure in adopting this protocol by the administration represents a critical threat to the retention of top faculty at LSU

Therefore be it resolved that the university adopt a Dual Career Opportunity Program for the retention for all affected current faculty that is consistent with PS-36 (hiring of candidates on merit), PS-25 (Nepotism), and Equal Employment Opportunity Commission (EEOC) principles
and

be it resolved that the university ensure equity is guaranteed for all current faculty affected by this protocol *and*

be it resolved that the university fully and immediately adopt a Dual Career Opportunity Program for future hiring decisions that is consistent with PS-36 (hiring of candidates on merit), PS-25 (Nepotism), and Equal Employment Opportunity Commission (EEOC) principles.

References

1. Lisa Wolf-Wendel, Susan B. Twombly, and Suzanne Rice, *The Two-body problem: Dual-Career-Couple Hiring Policies in Higher Education* (Baltimore: The Johns Hopkins University Press, 2003), p. 2. See also Marianne A. Ferber and Jane W. Loeb, eds., *Academic Couples: Problems and Promises* (Urbana: University of Illinois Press, 1997).
2. LSU University Council on Women White Paper
3. From a recruitment perspective, a recent study found that, within the sciences, 62% of married women with science Ph.D.s were married to fellow science Ph.D.s [Proposal for Recruiting and Retaining Dual-Career Couples The Earth Institute ADVANCE Working Group on Science & Technology Recruiting to Increase Diversity (STRIDE)* October 7, 2005 – numbers from a study, Sonnert, G. and G. Holton, (1995), *Who Succeeds in Science? The Gender Dimension* (Rutgers University Press)].
4. From a retention perspective, 83% of HR directors cite the increase in dual careers as the primary employment concern facing their university (Wolf-Wendel et al, p 5).
5. Flagship 2020 goal 3a states that a strategic goal of the university is to increase the number of tenure-track faculty by race and gender