

Faculty Senate Resolution 13-09

“A Written Protocol for Dual Career Recruitment and Retention”

Sponsored by Senator Jeff Davis and the University Council on Women

Whereas, the University Council on Women (UCW) originated through concern within the campus community about the status of women on the LSU campus and was preceded by the establishment of the Commission on the Status of Women; and

Whereas, Faculty Senate Resolution 99-10 “Support to Administration in Creating a Permanent Commission on The Status of Women” helped to establish a permanent commission “consisting of faculty, staff, and student representatives to identify the needs of women on campus, to monitor changes in the status of women at LSU, to generate regular reports on its findings, to make recommendations regarding conditions at LSU that affect women employees, and to work with LSU’s administration to implement policy recommendations in a timely manner”; and

Whereas, UCW membership currently consists of 19 women and men representing LSU faculty, staff, and students; and

Whereas, the UCW has taken up a series of charges and written white papers and protocols on topics such as Stop the Tenure Clock, Staff and Faculty Mentoring, Childcare Affordability and Availability, Monitoring the impact of the budget cuts and university reorganization, and Dual Career hiring; and

Whereas, the purpose of a Dual Career Protocol is to demonstrate LSU’s commitment to recruit and retain outstanding university personnel, professionals and faculty while enhancing LSU’s commitment to diversity and inclusion; and

Whereas, the subcommittee on Dual Career hiring began research on the issues in 2008 and wrote a white paper on Dual Career hiring with recommendations in 2009ⁱ; and

Whereas, the UCW updated the Dual Career Opportunity Protocol in September of 2011 and has made no subsequent updates or changesⁱⁱ; and

Whereas, LSU has a history of making Dual Career hires for spouses and partners in the past but on an ad hoc basis and without the transparency of a written policy; and

Whereas many of our peer institutions and aspirational peer institutions have written procedures or are working on written procedures to address this important issue; and

Whereas, the AAUP recommends the institutions include “a clearly worded policy that covers all full-time appointments rather than rely upon ad hoc arrangements available only on select bases” and that policies “should also be available to all couples, not just those in heterosexual marriages”ⁱⁱⁱ; and

Whereas, the AAUP also recommends the departments “must be free to refuse the appointment,” and those proposing such appointments must “consider departmental hiring priorities and programmatic needs;”^{iv} and

Whereas, the Stanford report recommends that universities “develop a dual-career academic couple hiring protocol” and “should signal this in job announcements, recruitment materials, and university websites;”^v and

Whereas, the recruitment and retention of talented scholars and professionals is essential to the attainment of the goals and objectives as outlined in Flagship 2020; and

Whereas, on March 27, 2013, members of the UCW met with Provost Bell to discuss the Dual Career Hire Opportunity Protocol; and

Whereas the Faculty Senate passed resolution 13-01, *Adopting a University Protocol for the Retention and Recruitment of Dual Career Faculty Members*, which called for a written protocol but did not provide one;

Therefore it be resolved, that the Faculty Senate strongly recommends the LSU Administration consider adopting a Dual Career Procedure as outlined by the University Council on Women’s Dual Career Opportunity Protocol Draft from September 2011.

ⁱ UCW white paper, “Dual Career Hiring Report” (June 2009), see attached.

ⁱⁱ “Dual Career Opportunity Protocol” written by UCW (September 2011), see attached.

ⁱⁱⁱ American Association of University Professors, *Recommendations on Partner Accommodation and Dual-Career Appointments* (2010)
<http://www.aaup.org/report/recommendations-partner-accommodation-and-dual-career-appointments-2010>

^{iv} American Association of University Professors, *Recommendations on Partner Accommodation and Dual-Career Appointments* (2010)
<http://www.aaup.org/report/recommendations-partner-accommodation-and-dual-career-appointments-2010>

^v Londa Schiebinger, Andrea Davies Henderson, and Shannon K. Gilmartin, *Dual-Career Academic Couples: What Universities need to know*. (Stanford University, 2008), p. 6-7. <http://gender.stanford.edu/dual-career-research-report>