

November 14, 1997

Special Report of the Faculty Welfare Committee

Spousal/Domestic Partner Hiring Policy

Nowadays, successfully recruiting or retaining a faculty member is often dependent on the availability of a suitable job for the faculty member's spouse/domestic partner. For several years, the University's Human Resources Office has recognized this reality and attempted to meet it by providing assistance to non-faculty spouses/domestic partners seeking employment either at the University or in the Triangle area. Increasingly, however, the University is being faced with two-professor households, and successful recruitment or retention of a faculty member by one department may depend upon the availability of a faculty position in another department or at a nearby campus for the candidate's spouse/domestic partner. Currently the University has no formal mechanism in place to assist departments facing such hiring issues.

Because of the importance of this issue for faculty recruitment and retention, the Faculty Welfare Committee recommends the following:

1. The Faculty Council recognize that for a spousal/domestic partner hiring program to be successful, both administrators and faculty must support it and cooperate in its implementation. Therefore, the Faculty Council should endorse a hiring program designed to facilitate faculty recruitment and retention by providing assistance to the faculty spouse/domestic partner of candidates and current faculty members.
2. The Faculty Council urge the Provost to assign someone within his office the responsibility of implementing and overseeing a spousal/domestic partner hiring program. That individual should serve as the key contact person for chairs and deans when they encounter recruitment or retention situations involving spousal/domestic partner hires. The Provost should inform all deans and department chairs of the existence of this initiative and encourage their assistance and cooperation.
3. Annually, the Provost's office should report to the Faculty Council regarding the operation of the spousal/domestic partner hiring program, including such things as the number of requests for placement assistance, types of placements sought, departments seeking assistance, number of successful placements, locations (i.e., UNC-CH departments, other universities, private businesses) of successful placements, and results of unsuccessful efforts at placement (i.e., whether the faculty member who was the subject of the recruitment or retention effort went elsewhere or joined or remained part of the UC-CH faculty).
4. The Faculty Council recommend that the Provost's Office continue discussions with Duke and N.C. State about a cooperative spousal/domestic partner hiring venture and expand those discussions, as appropriate, to include other private and public colleges and universities in the area as well as private sector businesses.
5. The Faculty Council recommend that the University's special search policy be amended to include not only spouses/domestic partners of successfully recruited candidates but also those of current faculty members whom the University is attempting to retain in the face of competing offers.

FACULTY WELFARE COMMITTEE

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