

Memorandum

May 6, 2011

From: Faculty Welfare and Professional Responsibilities Committee

To: University Senate

**Re: Dual Career Policy Proposal**

The FWPR Committee supports the proposed Dual Career Policy. We feel that the process may prove to be a valuable tool for recruiting and retaining talented faculty and may help to improve the faculty's quality of life.

A weakness of the proposal is that it does not fully define the role of the "receiving department" (i.e., the department where a partner would be hired) in the dual career hiring process. FWPR suggests that the policy be reworded to make it clear that a majority of faculty members in a "receiving department" must approve of faculty hirings carried out using the proposed process. We suggest that "strong support" be defined as a formal department vote in which a majority of the department's faculty vote in favor of hiring the candidate.

The Senate must also work with the Administration to figure out which office will be responsible for implementing this policy. Many schools task Human Resources with this task.