

# DUAL CAREER PROGRAMS: BEST PRACTICES PANEL

Higher Education Dual Career Network  
Spring 2009 Conference  
Virginia Tech

Susan Williams  
Virginia Tech

Lisa Bagnatori  
University of California, Berkeley

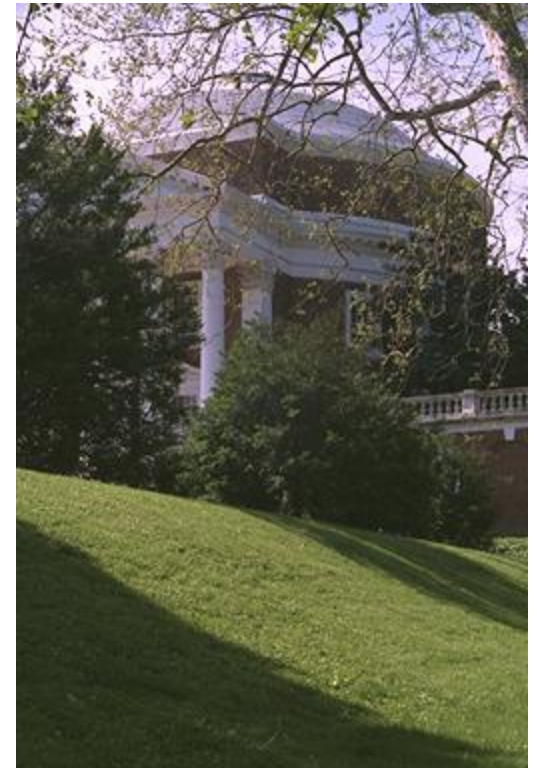
Dawn Elizabeth Hunt  
University of Virginia

# Survey of Dual Career Programs

- ❖ Questions based on a survey reported in the *CUPA-HR Journal*, Vol. 54(3), Fall/Winter 2003
- ❖ Survey sent to Higher Education Dual Career Network (HEDCN) members – about 40 schools
- ❖ 28 respondents
- ❖ <http://sites.google.com/site/dualcareer/resources>  
(scroll all the way down to the bottom)
- ❖ Phone conversations with program personnel at eight peer institutions (2 are HEDCN members) & others at somewhat random institutions
- ❖ Survey of Web sites (not exhaustive!)

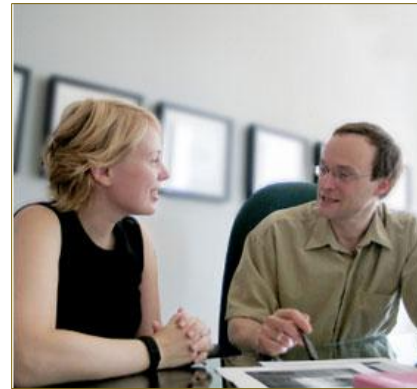
# Institutional Characteristics

- ❖ 89% doctoral granting universities
- ❖ 64% in small to large cities, another 25% in large towns
- ❖ 63% had 20,000 students or more
- ❖ 85% had 1,000 full-time faculty or more



# Dual Career Programs

Best  
practices  
from  
around  
the  
country



# Database of Consultants

- ❖ Cornell University/Ithaca, NY region
- ❖ Independent Consultants Network (ICON)  
<http://iconconnect.org/members/>
- ❖ A database of consultants, specialists, independent contractors and freelancers
- ❖ Not formally affiliated with Cornell but a great option for partners and spouses



# Outside Revenue Stream



- ❖ University of Iowa,  
Dual Career Network
- ❖ Contracts with area  
businesses and other  
colleges and universities to  
provide them with dual  
career services
- ❖ More financial independence

# Cross-institutional Funding



- ❖ University of North Carolina, Chapel Hill and Duke University
- ❖ Reciprocal agreement to pay the salary for a spouse/partner of a newly hired faculty member from the other school

Caveat: UNC just lost funding for their dual career program



# Meetings with Search Committees

- ❖ Duke University, Vice Provost for Faculty Diversity and Faculty Development
- ❖ Utilizes some of their Sloan Faculty Career Flexibility Grant money
- ❖ Meets with search committees *early in the process*
  - ▣ Best practices
  - ▣ Dual career issues
  - ▣ Special focus on diversity
  - ▣ “Tell your candidates they can meet with me anytime.”





# Brief Client Bios Online for Employers

## ❖ University of California, San Diego

### **Beverly Slome Weinberger, MS**

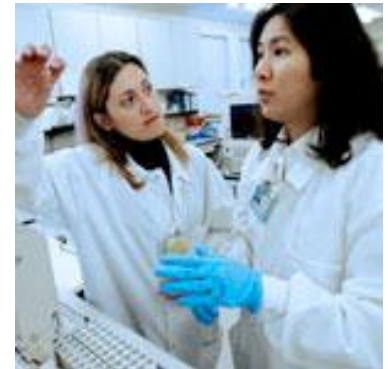
Pediatric Psychology Resident,  
Pediatric Trauma/Pain Post-Doc (2008)

### **Confidential, PhD in Economics**

International economist , expert in international  
trade and emerging economies

### **Ping Lin, PhD Computer Sciences, Masters in Computer Engineering**

Database Programmer, C/C++, XML, Linux, Java, seeking volunteer or unpaid  
internship positions



- ❖ “If you would like to review a specific resume or would like us to connect you with a prospective candidate, please contact us.”

<http://academicaffairs.ucsd.edu/offices/partneropp/bios.htm>

# Online Dual Career Guides for Candidates and School Administrators

- ❖ University of Florida

<http://www.aa.ufl.edu/aa/facdev/support/documents/Dual-Career-Protocol.pdf>

- ❖ University of California, Berkeley

<http://facultyequity.chance.berkeley.edu/resources/PartnerHireFINAL.pdf>  
[http://facultyequity.chance.berkeley.edu/resources/search\\_waiver.html](http://facultyequity.chance.berkeley.edu/resources/search_waiver.html)

- ❖ University of Wisconsin-Madison

<http://www.provost.wisc.edu/hiring/check.html>

- ❖ University of Michigan, Ann Arbor

[http://www.provost.umich.edu/programs/dual\\_career/](http://www.provost.umich.edu/programs/dual_career/)



# Best in class: University of Michigan

- ❖ Four full time coordinators: Medical School; College of Engineering; College of Literature, Science and the Arts; Human Resources for non-academic jobs
- ❖ Two half-time Assistant Vice Provosts for Faculty and Academic Affairs for the other fifteen schools at Michigan



# Best in class: University of Michigan

- ❖ Team meets every other week to share information on the couples they are working with and to brainstorm solutions to various dual career hiring problems
- ❖ A shared database that includes the quantitative fields for each candidate and a notes feature for ongoing tracking



# Dual Career Program Websites: Common Features

- ❖ Program overview and/or purpose
- ❖ List of services
- ❖ Who qualifies for services
- ❖ Disclaimer (“We don’t guarantee a job.”)
- ❖ Testimonials from partners/couples
- ❖ Contact info (but not always with a name)
- ❖ Directions to the office
- ❖ Links to online job-hunting resources
- ❖ FAQs



# Dual Career Program Websites: Less Common Features

- ❖ Link to regional HERC, with a brief description
- ❖ Link to new faculty information
- ❖ Link to Relocation Assistance program
- ❖ List of books and articles on dual career issues
- ❖ Definitions of dual career terms used at that school  
<http://www.aa.ufl.edu/aa/facdev/support/dual-career.shtml> [scroll downn]
- ❖ 200 page interactive online Job Transitions Manual  
<http://www.jhu.edu/~hr1/human-serv/JobTransitionManual.pdf>
- ❖ Audios/videos of dual career couples
  - ❑ Duke <http://www.provost.duke.edu/faculty/videos/index.html>
  - ❑ West Virginia University <http://dualcareer.wvu.edu/>

# Dual Career Program Websites: Less Common Features

- ❖ PowerPoint program on dual career couples

Swiss Federal Institute (HEDCN member)

<http://www.crus.ch/dms.php?id=5241>

- ❖ University of Minnesota

- ▣ Downloadable brochure

[http://www1.umn.edu/ohr/prod/groups/ohr/@pub/@ohr/documents/asset/ohr\\_87020.pdf](http://www1.umn.edu/ohr/prod/groups/ohr/@pub/@ohr/documents/asset/ohr_87020.pdf)

- ▣ Customizable relocation packet, Relocation Assistance

Program <http://ohr-fm.ohr.umn.edu/rap/>

- ▣ “Wish You Were Here” - many links to area resources,

Garrison Keilor voice-over <http://www1.umn.edu/wishyouwerehere/>

# Exemplary Websites

- ❖ Very attractive
- ❖ Easy to navigate
- ❖ Full of helpful information






# Exemplary Websites

## *The* DUAL CAREER NETWORK

*Meeting the Needs of Today's Working Couples*



How DCN Works	FAQs	What People are Saying	Client Careers	Corridor Resources	DCN Assists UI Departments	DCN Assists Businesses	Information for Other DC Programs	Staff/Advisory Board	Annual Report
---------------	------	------------------------	----------------	--------------------	----------------------------	------------------------	-----------------------------------	----------------------	---------------

### **The Dual Career Network...**

**assisting faculty and staff spouses/partners in their job search efforts.**



*It's good business for The University of Iowa.  
It's good business for our community.*

Joan Murrin, Director, CPRW, JCTC  
618 Jefferin Building  
Iowa City, IA 52242  
Phone: 319.335.3791  
Fax: 319.353.2273  
[joan-murrin@uiowa.edu](mailto:joan-murrin@uiowa.edu)

Heidi McLaughlin, Asst. Director, CPRW, JCTC  
616 Jefferson Building  
Iowa City, IA 52242  
Phone: 319.335.3524  
Fax: 319.353.2273  
[heidi-mclaughlin@uiowa.edu](mailto:heidi-mclaughlin@uiowa.edu)

**Building Locator Map:** <http://www.uiowa.edu/~maps/1/b1.htm>

© 2006 The University of Iowa  
All Rights Reserved



University of Iowa <http://www.uiowa.edu/~dcn/>


# Exemplary Websites

West Virginia University Jobs • Campus Map • Directory • Contact Us • WVU Home

Home FAQ'S Program Overview Who Is Eligible Services Provided Getting Started and Enrollment Employer Recruitment Network Career Resources *division of* Human Resources

## DUALCAREER PROGRAM

*Live and Work in a Progressive Academic Community*



click for audio >

click for audio >

click for audio >

Husband-and-wife team Duncan Lorimer and Maura McLaughlin, WVU assistant professors of physics, helped discover one of the holy grails of radio astronomy: a double pulsar.

Syd Peng and his wife, Felicia Peng, are well known mining engineering professors who get to know their students one by one. Dr. Peng was recently inducted into the National Academy of Engineering for his leadership in the development of longwall mining ground control—the first WVU faculty member to ever receive this high honor.

Michael and Valerie Lastinger, a faculty couple teaching in the Department of Foreign Languages, share their love of French culture, literature, and civilization with students. Mike focuses on 19th-century French culture; Valerie 18th-century French lit.

[click here for audio transcripts](#)

Meeting the needs of today's professional couples is what WVU's Dual Career Program is all about. If you are the spouse or partner of a newly recruited or recently hired benefits eligible faculty member relocating to WVU, the Division Human Resources will assist you in your search for employment in the Morgantown area and surrounding community. This program will also introduce spouses and partners to local volunteer and educational opportunities that support career and professional development. To find out more about the program or to set up an appointment to discuss your employment needs, click on the links provided.

West Virginia University <http://www.uiowa.edu/~dcn/>

# Other Good Websites

## University of Minnesota Relocation Assistance Program

<http://www1.umn.edu/ohr/rap/>

The screenshot shows the University of Minnesota Office of Human Resources website. The main heading is "RELOCATION ASSISTANCE PROGRAM". Below the heading, there is a "Welcome to the University of Minnesota" section. The text describes the Relocation Assistance Program (RAP) and its services, including information on moving companies, housing, child and elder care, school systems, diversity, and community resources. It also mentions that RAP offers dual-career packages to help spouses or partners explore employment options in the Twin Cities and around the state. There are sections for "Job Search Services" and "More Information".

## Dartmouth University

<http://jobs.dartmouth.edu/families/dcn/>

The screenshot shows the Dartmouth University Dual Career Network (DCN) page. The main heading is "Dual Career Network (DCN)". Below the heading, there is a "DCN Program Overview" section. The text describes the DCN and its services, including information on recruiting and retaining faculty and staff of the highest caliber, and providing essential support to new and prospective faculty, staff, and their families. It also mentions that the DCN is a collaborative of member institutions seeking to provide effective ways to assist the spouses and partners of faculty and staff to secure area employment. There is a "Request a Relocation Packet" button and a "More Information" section.

# Developing Your Own Best Practices

- ❖ What are your strengths?
  - ▣ institutional
  - ▣ unit/office
  - ▣ personal
- ❖ What are your institutional needs?
- ❖ What do you enjoy?

