

UIC FACULTY AFFAIRS POLICIES AND PROCEDURES

**SECTION: FPP 100 - Appointment Types and Appointment Processing
NUMBER: 104**

SUBJECT: Partner Accommodation Program Policy

APPROVED BY: Provost

EFFECTIVE DATE: March 1, 2004

AUTHORITY: Provost/Vice Chancellor for Academic Affairs

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OBJECTIVE: To recognize the importance of accommodating dual-career academic couples and the key role that a formal partner accommodation policy can play in the recruitment and retention of the highest caliber faculty.

POLICY: The Provost's Office recognizes that successful recruitment or retention of a faculty member is often dependent on the availability of a suitable job for the faculty member's spouse/partner. Given this recognition, the Provost's Office will provide financial assistance to units hiring a faculty member's spouse/partner. For three years the partner's salary will be split equally (one-third) between the Provost's Office, the department making the primary hire, and the department hiring the partner. At the end of three years, the department that hired the partner will assume 100% responsibility for the partner's salary. This arrangement will insure that the hiring department carefully considers the long-term suitability of the partner.

The college making the primary hire may choose to extend support beyond three years and it is free to make such arrangements with the department that hired the partner, but the Provost funding will cease after three years.

Any partner accommodation program should be restrictive enough so that it does not weaken the fair hiring practices that this campus has worked so hard to maintain. Therefore, requests under this program should be limited to outstanding faculty whom we would otherwise not be able to recruit or retain. In all cases it is important to stress that there is no guarantee of employment for a spouse/partner. Only qualified candidates who meet the standards of the hiring unit and are endorsed by that department will be considered for assistance.

If funds are provided under the Underrepresented Faculty Recruitment Program, no additional funding will be provided under the Partner Accommodation Program.

APPLICABILITY: The program is applicable to new faculty (indefinite tenure or tenure-track) hires or to retain a tenured or tenure-track faculty member as part of a counter offer. Additionally, the program's primary intent is to assist partners in obtaining a faculty (tenured or tenure-track) position at the University of Illinois at Chicago (UIC). However,

if an accommodation is more appropriately for an academic professional position or clinical appointment, such requests will be considered.

PROCEDURE: Once both departments are in agreement over the suitability of a candidate for a vacant position, all regular departmental hiring procedures have been completed, and both units agree to the salary split, a request for financial support should be sent to the Provost's Office. This memo, signed by both deans, should contain justification based on the credentials of both the primary hire and the partner hire, including copies of both vitae. The justification should explain both departments' objectives and detail how the hires complement those objectives. All requests should indicate the resources that the college is providing from its base, including reallocated resources.

A partner accommodation request will be evaluated on the basis of the quality of the hires as well as the program performance measures that are applied to all funding requests. Deans will be informed of approvals at the earliest possible date.

REFERENCES

March 1, 2004 Implementation memo from the Provost