

Dual-Career Academic Couples Conference: Strategies and Opportunities

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MICHELLE R. CLAYMAN INSTITUTE
for GENDER RESEARCH

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Dual-Career Academic Couple

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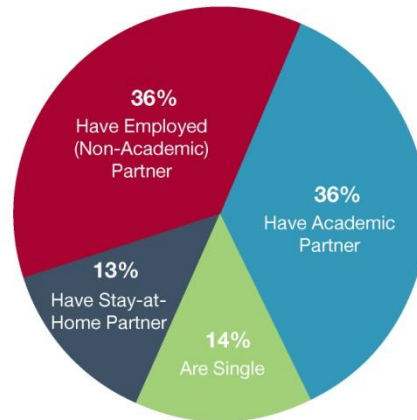
“Working at the same institution is critical,” says Professor Rick Banks, “or more precisely, being able to live in the same place is critical.”

[Read more about their Dual Hire with Sequential First and Second Hires](#)

Partner Status of U.S. Academic Workforce

FIGURE 1: PARTNER STATUS OF U.S. ACADEMIC WORKFORCE^{^*‡}

9,043 Full-Time Faculty from 13 Leading Research Universities

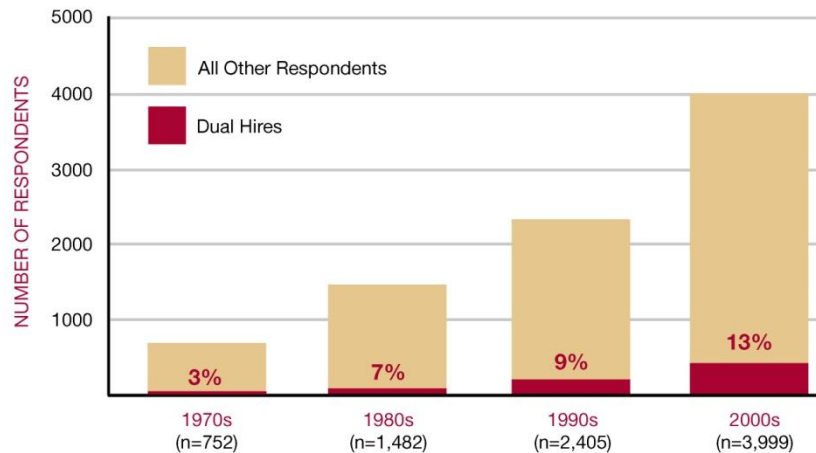


**Seventy-two percent of full-time faculty in this study have employed partners.
Thirty-six percent have academic partners.**

[^] All data derive from the Clayman Institute's Managing Academic Careers Survey unless otherwise noted.
^{*} Percentages do not add to 100 due to rounding.
[‡] See Appendix D for methods notes.

Dual Hiring is on the Increase

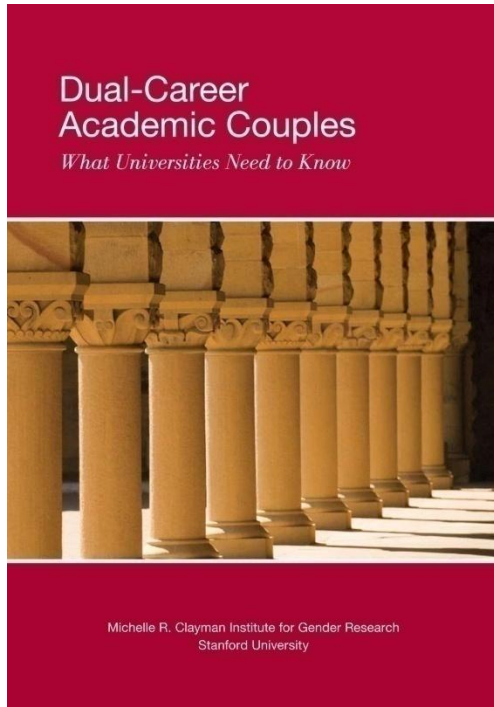
FIGURE 9: DUAL HIRES AS A PROPORTION OF ALL RESPONDENTS HIRED EACH DECADE[‡]



Dual hires represent 10 percent of all respondents. The proportion of dual hires has significantly increased from 3 percent in the 1970s to 13 percent in the 2000s.

[‡] See Appendix D for methods notes.

The Clayman Institute Report



Released August 2008

To download a copy, visit the Clayman Institute for Gender Research's website at:

<http://www.stanford.edu/group/gender/Publications/index.html>

Three key reasons for universities to take a new look at couple hiring:

Excellence

Diversity

Quality of Life

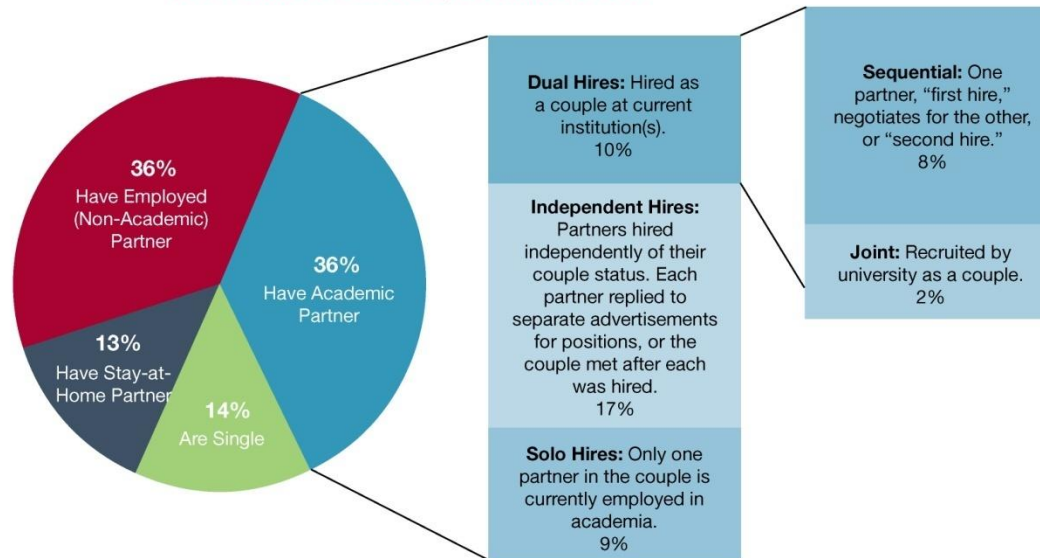


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Academic Couples, by Hire Type

FIGURE 3: ACADEMIC COUPLES, BY HIRE TYPE*

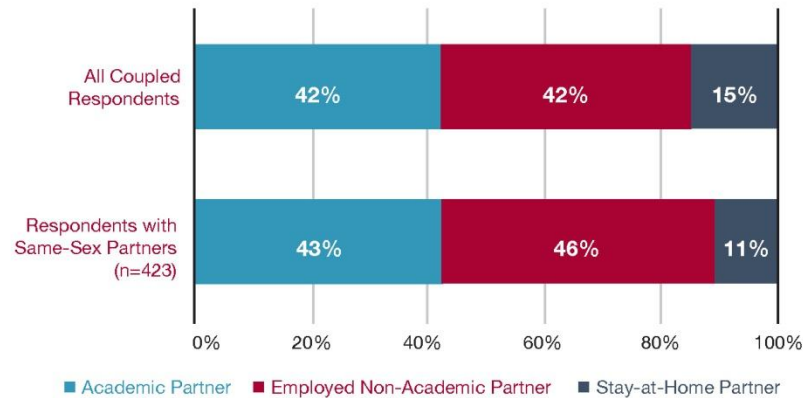


Overall, 10 percent of faculty enter the academy through dual hires.

* Percentages do not add to 100 due to rounding.

Academic Couples, Same-Sex

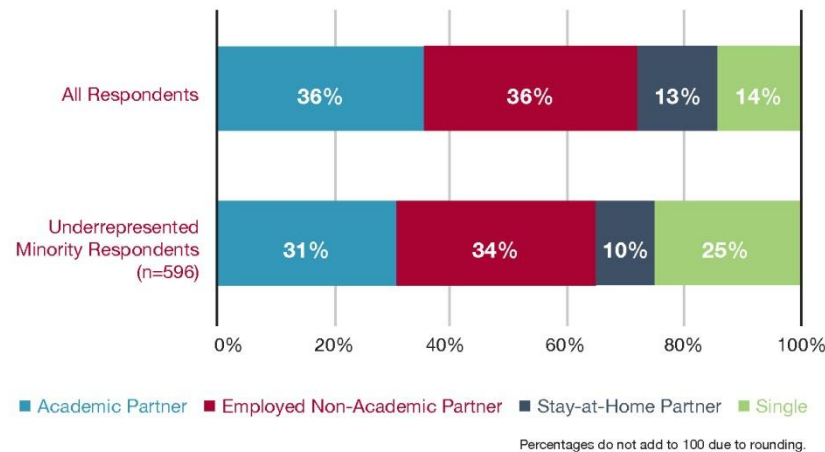
BOX 2: PARTNER STATUS OF SAME-SEX COUPLES



Percentages do not add to 100 due to rounding.

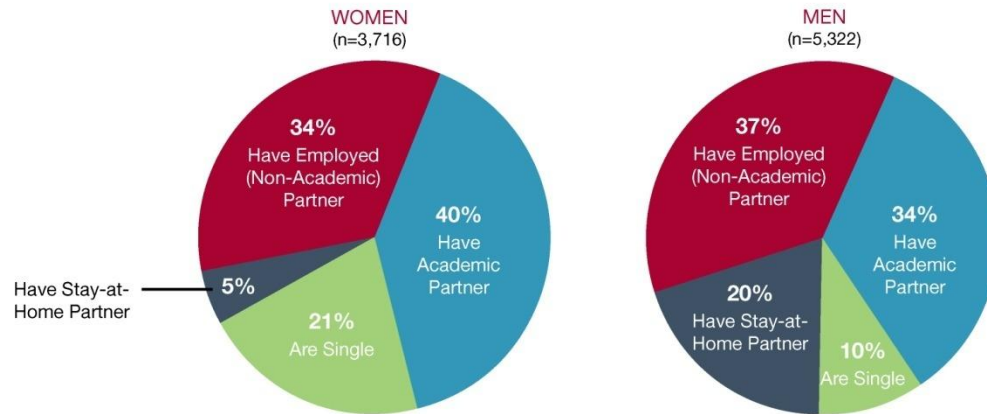
Academic Couples, Underrepresented Minorities

BOX 1: PARTNER STATUS OF UNDERREPRESENTED MINORITIES



Men and Women have Different Partnering Patterns

FIGURE 2: MEN AND WOMEN HAVE DIFFERENT PARTNERING PATTERNS**

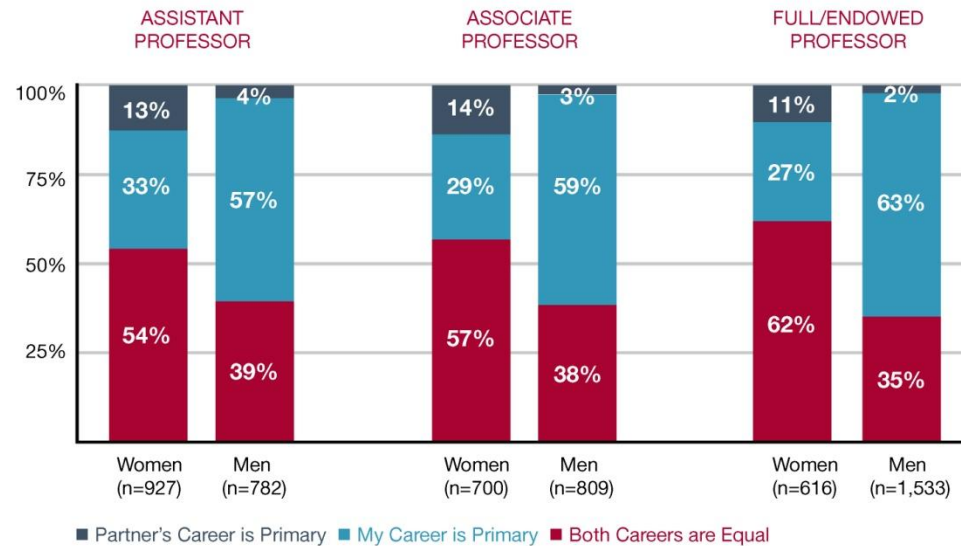


Women are more likely than men to have academic partners. Men are more likely than women to have stay-at-home partners, whereas women are more likely to be single.

* Percentages do not add to 100 due to rounding.
‡ See Appendix D for methods notes.

Who Privileges their Career? Men or Women?

FIGURE 18: WHOSE CAREER IS PRIMARY? BY RANK AND GENDER[‡]



Women privilege careers equally even as they climb the academic ladder. Women full professors most vigorously value careers in the partnership equally.

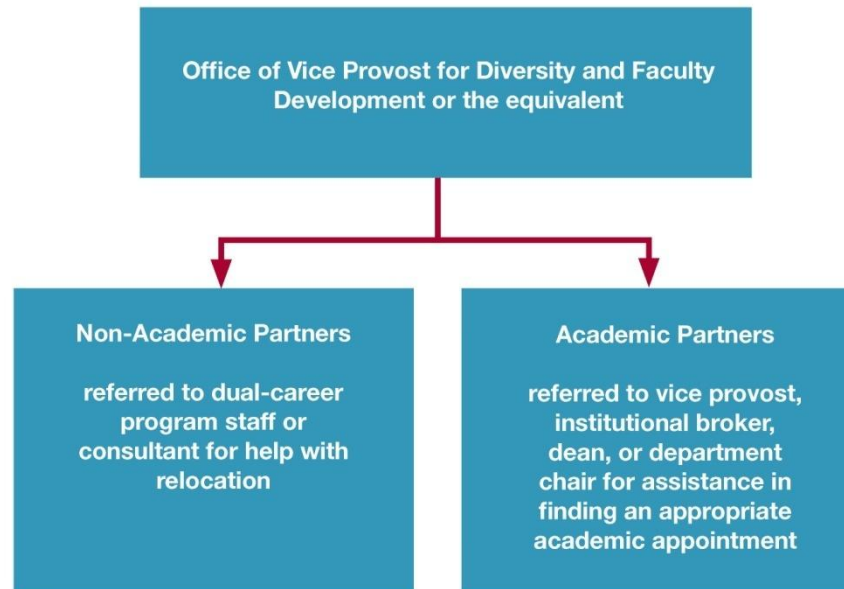
[‡] See Appendix D for methods notes.

Recruiting Women First can Foster Gender Equality

- 53% of female first hires hired at the rank of full professors are partnered with males of equal rank.
- Only 19 % of male first hires full professors are partnered with females of equal rank.

Assistance for Partners

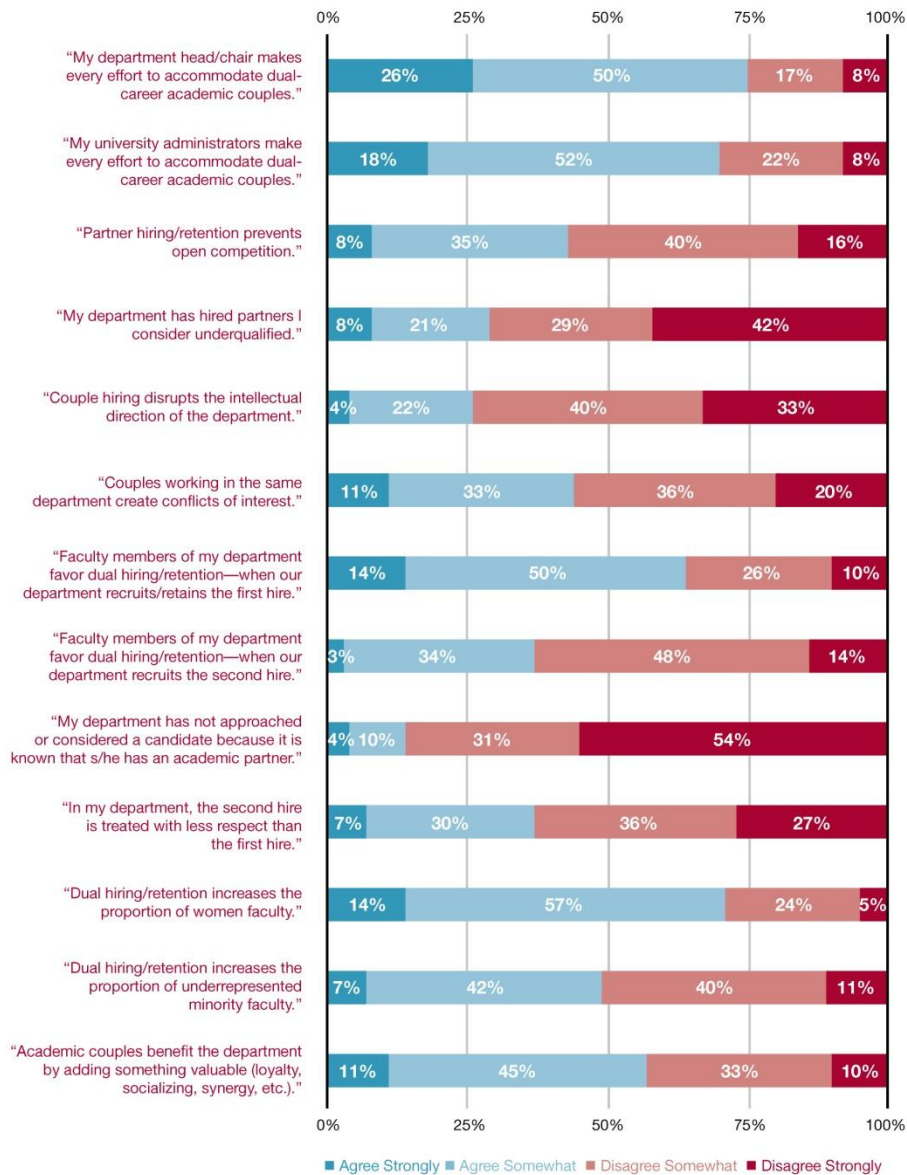
FIGURE 22: DUAL-CAREER PROGRAMS ASSIST BOTH ACADEMIC AND NON-ACADEMIC PARTNERS



Questions concerning policy

- Should universities have a written policy? Or codified practices?
- When to raise the partner issue?
- Who brokers the deal?
- Funding models
- What counts in hiring decisions?
- Type of positions
- How geographic location impacts universities couple hiring.
Collaborations between universities, such as HERC, etc.
- Why it is important for universities to evaluate their dual-hiring processes

FIGURE 23: FACULTY PERCEPTIONS OF DUAL-CAREER ACADEMIC COUPLE HIRING*



* Percentages do not add to 100 due to rounding.

Policy or No Policy?

Arguments for written policies:

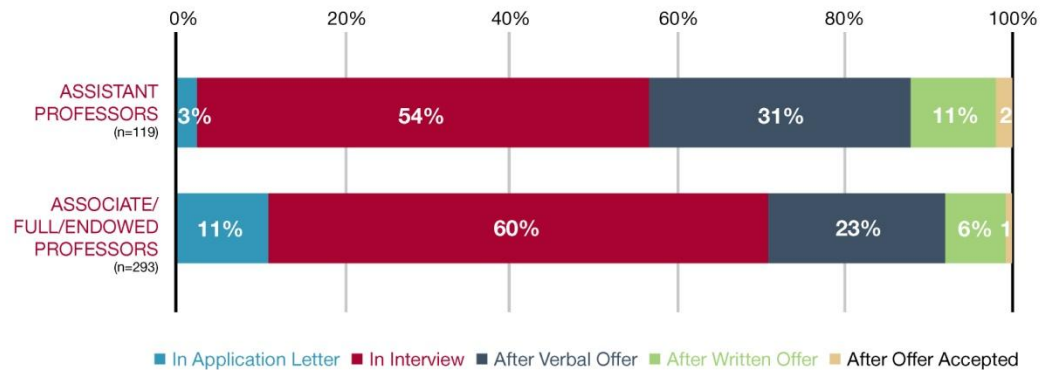
- Creates competitive edge— institutional speed and agility
- Facilitates clear communication among key players across the university
- Ensures equitable treatment of all clients

Arguments against written policies:

- Decreases institutional flexibility
- Encroaches on departmental autonomy
- Waives open searches and jeopardizes open competition

When to Raise the Partner Issue?

FIGURE 25: WHEN IS PARTNER ISSUE RAISED? BY RANK OF FIRST HIRE**



Senior candidates have more leeway than junior candidates to raise a partner issue earlier in the process.

* Percentages do not add to 100 due to rounding.
† See Appendix D for methods notes.

Who Brokers the Deal?

Two basic models:

1. Requests follow usual chain of command flowing up from department chair through dean's office, vice provost or provost
 - A. Departmental Chair takes lead
 - B. Vice Provost for Diversity takes lead
2. Requests go to “central dual-hire broker,” a special assistant to the provost

What Counts in Hiring Decisions?

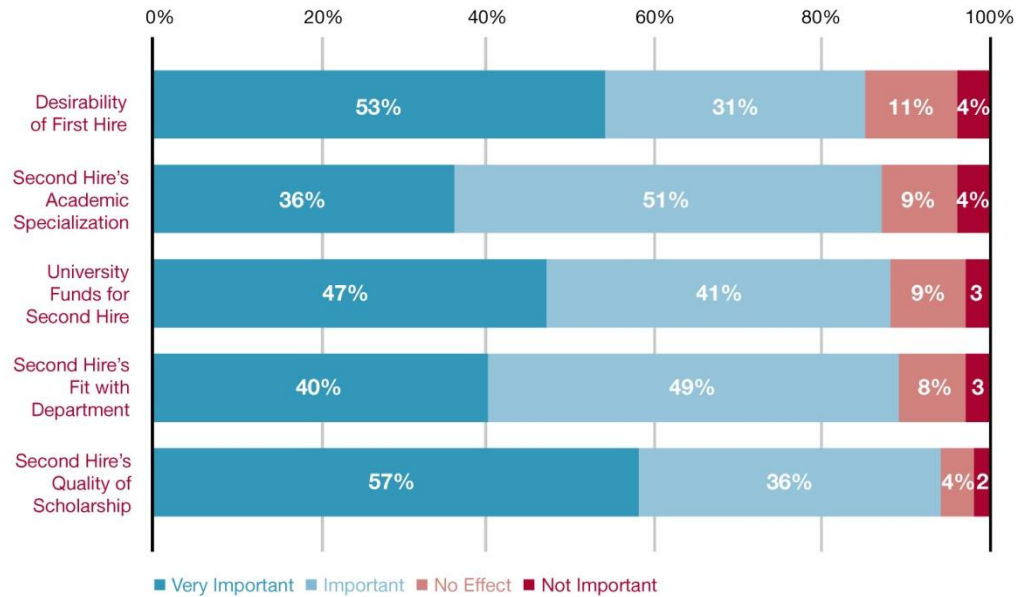
- Quality, quality, quality.
- Second hires are made on a case-by-case basis

“We don’t want another department to lower its standards to take a spouse.”

Dean of Engineering

What Counts in Hiring Decisions?

FIGURE 26: IMPORTANCE OF FACTORS WHEN CONSIDERING A PARTNER HIRE**



* Percentages do not add to 100 due to rounding.
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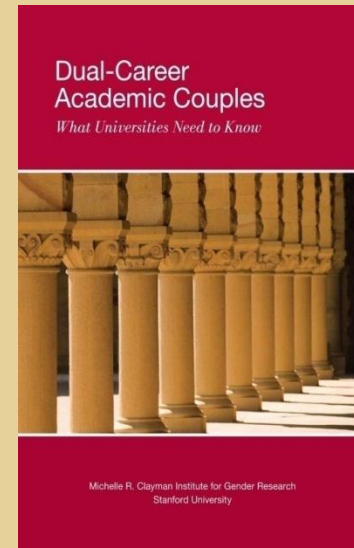
For further information:

1. Download our Report:

<http://www.stanford.edu/group/gender/ResearchPrograms/DualCareer/DualCareerFinal.pdf>

2. Enter our Dual-Career Portal

<http://www.stanford.edu/group/gender/ResearchPrograms/DualCareer/index.html>



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About this Presentation

This presentation was given at the Conference – Dual-Career Academic Couples: Strategies and Opportunities hosted by the Clayman Institute for Gender Research at Stanford University on June 16, 2009.

The presenter generously agreed to share this presentation as a resource for dual-career academic couples. More resources can be found in the [Dual-Career Academic Couples portal](#).



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Founded in 1974, the [Clayman Institute for Gender Research](#) at Stanford University creates knowledge and seeks to implement change that promotes gender equality at Stanford, nationally, and internationally.