

## Dual Career Accommodation Statement of Practice

**Purpose:** The purpose of considering dual career accommodation is to enhance the University's ability to recruit and retain outstanding faculty. This statement creates a framework for exploring employment opportunities across various units on campus for spouses or partners of prospective or current faculty. The University of Mississippi recognizes that finding meaningful employment for a spouse or partner is important to the successful recruitment and retention of faculty.

**Process:** A prospective (i.e., a successful candidate) or current faculty member may ask the University to assist with the on-campus employment search for a spouse/partner; and we are committed to making an effort to assist with the on-campus employment search for spouses and partners. We strongly encourage spouses/partners to apply for open positions at the University (see [jobs.olemiss.edu](http://jobs.olemiss.edu)). Outside the formal application process for open positions posted on the University of Mississippi website, spouse/partner hires may be accommodated in one-year (with the option to renew for one more year) temporary appointments in areas where a successful "match" can be made and funds are available. The goal of the temporary position is to allow the spouse/partner time to identify and seek permanent opportunities both on and off campus. During the temporary appointment, the spouse/partner is eligible to apply and compete for any open permanent positions of interest, including tenure/tenure-track positions. Departments are encouraged to prioritize tenure/tenure-track national, competitive searches or utilize accelerated search processes to assist with dual career accommodation hires when appropriate.

The process for making a request to explore temporary employment opportunities for a spouse/partner is as follows.

1. The candidate for employment or current faculty member should convey the need for assistance in exploring employment opportunities for a spouse/partner to the department chair or director and provide the spouse/partner's resume/curriculum vitae and other information about the spouse/partner's experiences and interests.
2. The department chair/director will communicate this need to the respective Dean who will contact the Office of the Provost.
3. The Dean and Office of the Provost will identify relevant departments/units based on the experience and qualifications of the spouse/partner and determine whether funding for a temporary position is available.
4. If funding is available, the Office of the Provost will forward the resume/curriculum vitae to the deans, directors, or vice chancellors of the respective units identified. The spouse/partner will be evaluated by the relevant department(s) in a rapid manner to make a determination as to whether the spouse/partner's experience and qualifications are sufficient to be employed within a temporary position within that department/unit. If not, that information is communicated to the Dean requesting assistance.
5. If a department/unit is interested in the spouse/partner, the Office of the Provost will work with the involved units to set-up an interview quickly for the spouse/partner so that a hiring decision can be made by the respective unit.
6. If a decision to offer a temporary position to the spouse/partner is made, all Human Resource processes should be followed, including the background check.

# The University of Mississippi

## **Key Principles:**

The University of Mississippi provides equal opportunity in any employment practice, education program, or education activity to all qualified persons. The University complies with all applicable laws regarding equal opportunity and affirmative action and does not unlawfully discriminate against any employee or applicant for employment based upon race, color, gender, sex, sexual orientation, gender identity or expression, religion, national origin, age, disability, veteran status, or genetic information.

The University of Mississippi requires competitive searches for permanent positions, including tenure and tenure-track positions. Positions that include tenure or the opportunity to be evaluated for tenure are not temporary and are outside the scope of this process. If a spouse or partner is interested in earning a tenure-track position, he/she must apply for an open tenure/tenure-track position and emerge as the successful candidate.

While the University of Mississippi recognizes the value of promoting opportunities for dual career spouses/partners and has established this statement of practice, this statement does not create any entitlement or contractual rights to employment assistance or employment or any other obligation with respect to any spouse or partner.

The University of Mississippi relies upon the judgments of those in the hiring departments to assess the qualifications and competence of those seeking employment in those departments.

The ability to hire spouses into temporary positions is subject to the availability of funds. Funds for these temporary positions are finite and generated, as available, in a shared capacity between the Office of the Provost, schools/colleges, departments, and other UM resources.

The hiring of a spouse/partner should be consistent with the University of Mississippi policies.

This process and the opportunities outlined in this statement of practice may be utilized for critical staff hires with approval by appropriate division leader.

## **Disclaimer**

*An individual's success in securing employment is ultimately based on his/her credentials, individual efforts, employment-related goals, the University's institutional needs, and the job market. This Statement of Practice does not guarantee employment, the creation of a job vacancy, or exert any influence over the competitive search and selection process.*