



Faculty Partner Hiring Assistance Initiative

Rationale

The current higher educational landscape has seen increases in the number of faculty who have partners who are also faculty members. In our perennial quest to become a high-impact research university that prioritizes its community, as well as our ability to achieve greater impact, we recognize the need to have a vigorous program that acknowledges the reality of dual-academic careers as a part of our recruitment ecosystem. Under the aegis of our Think Big Strategic Plan, we are launching a six-year pilot program that endeavors to assist departments and schools by providing matching funds in support of hiring accompanying partners to a faculty position. Upon the conclusion of the pilot, the university will assess the number of hires made, evaluate the performance of the faculty who have been hired, examine the program in light of the fiscal health of the institution, and determine if the program will be institutionalized.

Parameters

This initiative will be used to facilitate the hiring of partners of new tenure-track or tenured faculty who are being recruited to CWRU. This is not a program for partners of already employed faculty members. The program has limited funds each year. Please contact the Office of the Provost to determine if funds are still available before making requests.

Program Description

For purposes of this program, “recruited faculty appointee” refers to an individual being recruited. “Accompanying academic partner” refers to a person who is a qualifying spouse or domestic partner and who has academic credentials to qualify for a faculty position.

Eligible accompanying academic partners who become a candidate for a position (fixed term or tenure track) must be appointed through the regular university hiring processes—an existing open line need not exist, but the position must fit within the unit’s budget. The unit which appoints the accompanying academic partner provides a minimum of one-third of the salary and benefits for the accompanying partner; the unit which appoints the recruited faculty appointee provides a minimum of one-third of the salary and benefits for the accompanying academic partner; and The Office of the Provost provides up to one-third of the salary and benefits for hiring the accompanying academic partner. Start-up costs will normally be the responsibility of the unit that hires the academic partner.

If the academic partner is to be employed in the unit of the recruited faculty member, then the Provost will provide up to one-half the salary and benefits of the partner—the hiring unit will provide the other half of salary and benefits

The salary funding for the position to which the accompanying academic partner is appointed will be provided for three years.

If the accompanying academic partner leaves this position before the end of the three years, the matching funds for salary and benefits described above will be removed from the budget of the partner's hiring unit.

The continuation of the appointment of the accompanying academic partner shall be entirely under the purview of the unit in which that individual is appointed in accordance with all personnel policies and procedures applicable to similar appointments in the unit. The letter of appointment should explicitly state that, beyond the first three years, the position is contingent on the availability of funds from the accompanying academic partner's home unit. The intention is for the home unit of the accompanying academic partner to identify sufficient funds to continue the appointment after the three-year co-investment period.

Process

A request for funds must be made in writing to the Provost by the dean(s) of the 1) unit that will house the "recruited faculty appointee," as well as the 2) unit housing the accompanying academic partner. The request should include a proposed salary (plus benefits) for the accompanying academic partner, their C.V., an evaluation of their potential impact on the teaching/research mission of their unit, a letter of support from the chair of the department/program where the faculty member will work. Requests should be submitted via Box (<https://cwru.box.com/s/e2pmpdtgnaxaiqlap01ibcom9bpfasls>).

Once the request has been approved by the Provost, the hire must be submitted to the Executive Compensation Committee (ECC). The Budget Office and the Provost Office will need to work with the units to ensure that their budgets can support the hires. After receiving ECC approval, any EEO waivers will need to be secured from the Office of the Provost via the Expedited Hiring Review process. Best practices established at other universities urge the names of individuals hired through the program be kept confidential, so as to promote an environment of inclusion and equity.

Policy Guidance on Definition of Spouse and Partner Status

In administering this Partner Hiring Assistance program, the Office of the Provost requires that the accompanying partner either be legally married to the appointee or a "domestic partner" of this individual. The relevant definitions can be found at:

https://case.edu/hr/sites/case.edu.hr/files/2018-01/Domestic_partnership_affidavit.pdf