



Fact Sheet

Dual-Career Academic Couples

source: Clayman Institute on Gender Research's study "Dual-Career Academic Couples"
<http://www.stanford.edu/group/gender/ResearchPrograms/DualCareer/index.html>

Academic couples comprise 36 percent of American professors.

Dual hires have comprised an increasing proportion of all faculty hires over the last four decades, from 3 percent in the 1970s to 13 percent in the 2000s.

Ten percent of faculty enter the academy through dual hires.

Eighty-eight percent of faculty who successfully negotiated a dual hire at their current institution said the first hire would have turned down their job offer had his or her partner not also found appropriate employment. Slightly more than 20 percent also report that they or their partner have taken a job at a less prestigious institution to improve the couple's overall employment situation

Women faculty are more likely to be in an academic partnership than are men (40 percent versus 34 percent, respectively.)

Men comprise 58 percent of the first partner hired in a couple recruitment. They make up only 26 percent of second hires, meaning women are 74 percent of second hires.

Women first hires, by contrast, break the stereotype of senior academics seeking to negotiate jobs for junior partners. Over half (53 percent) of the women who are full or endowed professors seek to place academic partners of equal rank.

Fifty four percent of women, compared with 41 percent of men, perceive a loss in professional mobility because of their academic partnerships; however, in both cases they actively refuse job offers if their partner cannot find a satisfactory position.

The number one reason women refuse an offer is because their academic partners were not offered appropriate employment at the new location.

Sixty-eight percent of male survey respondents report that they consider their own career more important than that of their partner's, compared to about a third of women who think their careers are more important.