Londa Schiebinger
John L. Hinds Professor of History of Science

Barbara D. Finberg Director
Clayman Institute for Gender Research
“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

- 36% Have Employed (Non-Academic) Partner
- 36% Have Academic Partner
- 13% Have Stay-at-Home Partner
- 14% Are Single

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

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

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

Released August 2008
Three key reasons for universities to take a new look at couple hiring:

Excellence

Diversity

Quality of Life
Academic Couples, by Hire Type

**FIGURE 3: ACADEMIC COUPLES, BY HIRE TYPE**

- **36%** Have Employed (Non-Academic) Partner
- **36%** Have Academic Partner
- **14%** Are Single
- **13%** Have Stay-at-Home Partner

**Dual Hires:** Hired as a couple at current institution(s). 10%

**Independent Hires:** Partners hired independently of their couple status. Each partner replied to separate advertisements for positions, or the couple met after each was hired. 17%

**Solo Hires:** Only one partner in the couple is currently employed in academia. 9%

**Sequential:** One partner, “first hire,” negotiates for the other, or “second hire.” 8%

**Joint:** Recruited by university as a couple. 2%

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Academic Partner</th>
<th>Employed Non-Academic Partner</th>
<th>Stay-at-Home Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Coupled Respondents</td>
<td>42%</td>
<td>42%</td>
<td>15%</td>
</tr>
<tr>
<td>Respondents with Same-Sex Partners (n=423)</td>
<td>43%</td>
<td>46%</td>
<td>11%</td>
</tr>
</tbody>
</table>

Percentages do not add to 100 due to rounding.
Academic Couples, Underrepresented Minorities

**Box 1: Partner Status of Underrepresented Minorities**

- **All Respondents**
  - Academic Partner: 36%
  - Employed Non-Academic Partner: 36%
  - Stay-at-Home Partner: 13%
  - Single: 14%

- **Underrepresented Minority Respondents (n=596)**
  - Academic Partner: 31%
  - Employed Non-Academic Partner: 34%
  - Stay-at-Home Partner: 10%
  - Single: 25%

Percentages do not add to 100 due to rounding.
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**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Partner's Career is Primary</th>
<th>My Career is Primary</th>
<th>Both Careers are Equal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>13%</td>
<td>4%</td>
<td>83%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>14%</td>
<td>3%</td>
<td>83%</td>
</tr>
<tr>
<td>Full/Endowed Professor</td>
<td>11%</td>
<td>2%</td>
<td>87%</td>
</tr>
</tbody>
</table>

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**

- Office of Vice Provost for Diversity and Faculty Development or the equivalent
- Non-Academic Partners:
  - referred to dual-career program staff or consultant for help with relocation
- Academic Partners:
  - referred to vice provost, institutional broker, dean, or department chair for assistance in finding an appropriate academic appointment
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**

<table>
<thead>
<tr>
<th>Perception</th>
<th>0%</th>
<th>25%</th>
<th>50%</th>
<th>75%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>“My department head/chair makes every effort to accommodate dual-career academic couples.”</td>
<td>26%</td>
<td></td>
<td></td>
<td></td>
<td>8%</td>
</tr>
<tr>
<td>“My university administrators make every effort to accommodate dual-career academic couples.”</td>
<td>18%</td>
<td></td>
<td></td>
<td></td>
<td>8%</td>
</tr>
<tr>
<td>“Partner hiring/retention prevents open competition.”</td>
<td>8%</td>
<td>35%</td>
<td>40%</td>
<td></td>
<td>16%</td>
</tr>
<tr>
<td>“My department has hired partners I consider underqualified.”</td>
<td>8%</td>
<td>21%</td>
<td>29%</td>
<td></td>
<td>42%</td>
</tr>
<tr>
<td>“Couple hiring disrupts the intellectual direction of the department.”</td>
<td>4%</td>
<td>22%</td>
<td>40%</td>
<td></td>
<td>33%</td>
</tr>
<tr>
<td>“Couples working in the same department create conflicts of interest.”</td>
<td>11%</td>
<td>33%</td>
<td>36%</td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>“Faculty members of my department favor dual hiring/retention—when our department recruits/retains the first hire.”</td>
<td>14%</td>
<td>50%</td>
<td>26%</td>
<td></td>
<td>10%</td>
</tr>
<tr>
<td>“Faculty members of my department favor dual hiring/retention—when our department recruits the second hire.”</td>
<td>3%</td>
<td>34%</td>
<td>48%</td>
<td></td>
<td>14%</td>
</tr>
<tr>
<td>“My department has not approached or considered a candidate because it is known that s/he has an academic partner.”</td>
<td>4%</td>
<td>10%</td>
<td>31%</td>
<td></td>
<td>54%</td>
</tr>
<tr>
<td>“In my department, the second hire is treated with less respect than the first hire.”</td>
<td>7%</td>
<td>30%</td>
<td>36%</td>
<td></td>
<td>27%</td>
</tr>
<tr>
<td>“Dual hiring/retention increases the proportion of women faculty.”</td>
<td>14%</td>
<td>57%</td>
<td></td>
<td></td>
<td>5%</td>
</tr>
<tr>
<td>“Dual hiring/retention increases the proportion of underrepresented minority faculty.”</td>
<td>7%</td>
<td>42%</td>
<td>40%</td>
<td></td>
<td>11%</td>
</tr>
<tr>
<td>“Academic couples benefit the department by adding something valuable (loyalty, socializing, synergy, etc.).”</td>
<td>11%</td>
<td>48%</td>
<td>33%</td>
<td></td>
<td>10%</td>
</tr>
</tbody>
</table>

* 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**

- Desirability of First Hire: 53% Very Important, 31% Important, 11% No Effect, 4% Not Important
- Second Hire’s Academic Specialization: 36% Very Important, 51% Important, 9% No Effect, 4% Not Important
- University Funds for Second Hire: 47% Very Important, 41% Important, 9% No Effect, 3% Not Important
- Second Hire’s Fit with Department: 40% Very Important, 49% Important, 8% No Effect, 3% Not Important
- Second Hire’s Quality of Scholarship: 57% Very Important, 36% Important, 4% No Effect

*Percentages do not add to 100 due to rounding. See Appendix D for methods notes.*
For further information:

1. Download our Report:

2. Enter our Dual-Career Portal
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.