BGSU’s Guidelines When Considering Faculty and Staff Dual Career Couples
Offices of the President and Equity & Diversity

General Guidelines:

The successful recruitment of some faculty and staff may involve the need to consider accommodating dual career couples. This document serves as guidelines to request a search waiver when considering dual career couples. This 2-year pilot program will undergo a comprehensive review by the Office of Equity & Diversity in spring of 2014 to determine if it will continue. Requests for this type of search waiver must meet the criteria outlined below.

Criteria

The following criteria must be met when requesting a partner accommodation:

- The partner that is being considered must be encouraged to apply and compete for any open position on or off-campus for which she/he believes they are qualified. Engaging in our normal search process is always preferred over granting a search waiver.
- The candidate (not the partner needing the accommodation) must be in an area of strategic importance to the University or the college. Appropriate data/documentation must be provided to support the request.
- The candidate must be highly accomplished with outstanding credentials.
- The college/hiring unit should demonstrate that this is a difficult area/position in which to recruit qualified candidates.
- The unit receiving the partner must agree to the accommodation.
- The unit receiving the partner may not create a new position to accommodate the partner.
- If a search waiver is granted, the partner may only receive a one-year non-tenure track fixed term non-renewable contract. If the partner is not faculty, the partner may receive a one-year terminal contract that is not continuing or renewable. This provides the partner with one year of guaranteed employment while they search for other employment opportunities.
- The partner is not eligible to be appointed to any tenured or tenure track position without an appropriate search.
- The University does not expect any department/college to hire candidates that do not meet its hiring standards.
- Hiring units may explore alternative options that are in keeping with these guidelines.

Process

Partner accommodation search waiver requests are to be forwarded from the dean/area department head to the divisional vice president and the Director of OED for approval. Supporting documentation must be included at the time of the request. The request will be processed as quickly as possible in order to allow for the successful recruitment of the target candidate.