Oregon State University recognizes the importance of supporting dual career couples in recruiting and retaining the best faculty. Therefore, in 2011-2012 we began a *Dual Career Hiring Initiative (DCHI)* associated with new academic faculty hires. This DCHI is funded by dollars allocated for tenure-track hires. When a tenure-line faculty member recruited for a position has partner who is eligible for a tenure-line position at Oregon State University, the Provost will support the partner hire as part of a collaboration with academic units. These partner-hires will be considered through our waiver of search process.

In the initial phase of the DCHI (2011-2014) the Provost offered funds to support a partner-hire for three years. After that point costs were covered by the partner’s hiring unit. Beginning in Fall 2014 the Provost is making our commitment *permanent for the life of the partner’s time at Oregon State University*. Permanent funding for the other two-thirds will be negotiated between relevant academic units. Central funding will be at the average of assistant professor salaries/ope.

**Guidelines**

When an academic unit administrator has a priority candidate applying for a tenure-track position who has a partner who will be pursuing a tenure-track academic position, the administrator should ask for the partner’s CV and determine other units for that employment. The unit administrator is responsible for contacting other units and discussing the potential for a dual-career hire. Conversations should include faculty of both units, and must include the deans of each college.

If, after full consideration and agreement, there is interest in pursuing a dual-career hire, the following should be submitted to the Senior Vice Provost for Academic Affairs:

1. CV for the primary and partner hire.
2. Statement indicating the support of both units’ faculty, supervisor, and deans.
3. Rationale for the dual career hire; aligning their work with the unit, college, and the university strategic plan. In particular, what role will the faculty members play in:
   a. Undergraduate education
   b. Graduate education
   c. Research/Scholarship
   d. Outreach and engagement
   e. Promoting and enhancing diversity
4. Statement of the how the start-up costs for the two hires will be covered.
5. Statement of how the funding for the partners’ position (remaining two-thirds) will be covered.
6. A signed and completed copy of the funding contract (located at the end of this document).

The primary criterion for granting a waiver of search and funding the partner hire is whether the proposed hires advance academic excellence in the units, colleges, and university as envisioned by our Strategic Plan.

**Process**

Proposals for dual career hiring should be sent to the Senior Vice Provost for Academic Affairs following the guidelines above (be sure to address all items).
Attach the Hiring Contract (linked here) with the proposal.

A decision to fund the partner position will be made in 2 to 4 working days if all documentation is included.