

POLICY MEMORANDUM

No. II-14

Dual Career Partner Assistance Program

Guiding Principles of the Dual Career Partner Assistance Program

Missouri University of Science and Technology (S&T) recognizes that addressing the needs of academic and professional partners is an essential part of recruiting and retaining excellent faculty, administrators, and academic staff since prospective candidates may have a partner who is seeking employment. Therefore, S&T will maintain a Dual Career Partner Assistance Program designed to respond to the employment challenges facing dual career partners.

A dual career partnership exists when the partners are legally married or would otherwise qualify for sponsored adult dependent benefits. Formal assistance for dual career concerns may be provided when at least one partner has been informed s/he is a finalist for a position and/or has been offered and/or accepted an on-campus interview or a job offer.

S&T administration acknowledges that not all candidates will feel comfortable disclosing a dual career partnership. This policy in no way intends to authorize a committee member or hiring authority to inquire about such a relationship nor to induce a disclosure of such a relationship.

This program does not constitute a promise or guarantee of employment. Efforts made to assist in dual career placement do not replace or supersede employment regulations, laws, rules, or policies. Along with EEO/AA notices, S&T academic job postings will include "Missouri S&T is responsive to the needs of dual career partners" with a link to this policy.

Every dual career hire must meet the qualifications for the appropriate appointment on his/her own merits. A dual career hire made without a recruitment effort as prescribed by S&T's policies and procedures must meet the requirements for an exception to recruitment. All dual career hiring opportunities are contingent on available funding.

The Office of the Executive Vice Chancellor for Academic Affairs and Provost, or designee, will coordinate services addressing the dual career hiring needs of tenured or tenure-track faculty members and candidates. The Vice Chancellor for Finance and Administration, or designee, will coordinate services addressing the dual career hiring needs of any other employee or finalist. Refer to xxxxx site for program details.

EFFECTIVE DATE: Immediately.

RESPONSIBILITY: Provost and Vice Chancellor of Finance and Operations

BASIS: University of Missouri and Chancellor

Mohammad Dehghani
Chancellor