About the University of Delaware (UD)
- Mid-sized, suburban campus
- An hour’s drive from Philadelphia and from Baltimore
- ~23,000 students
- ~1,200 full-time faculty
- Public institution with private charter
- No law or medical school
- Seven colleges: Agriculture & Natural Resources, Arts & Sciences, Business & Economics, Earth, Ocean, & Environment, Education & Human Development, Engineering, and Health Sciences.

About UD’s Institutional Transformation Initiative
- Funded from 2014-2019 (starting year 4 in fall 2017)
- Focuses on advancing women faculty into leadership
- Sample activities include faculty recruitment and mentoring initiatives; bi-annual faculty climate survey; policy review and dissemination
- Strategy is to work top down and bottom up:
  - UD ADVANCE team works with and supports administrative leaders (provost, deans, chairs) as change agents
  - Also works closely with faculty governance groups: the faculty union (AAUP-UD) and the Faculty Senate
- Developing a dual-career hiring protocol was a major policy project in years 2-3; data collection and improvements are ongoing.

According to a 2008 study by the Clayman Institute for Gender Research at Stanford, “meeting the needs and expectations of dual-career academic couples—while still diversifying the faculty: Women are more likely than men to not find a meaningful position at their partner is dissatisfied with their position. Partners hired as full-time faculty are as productive as their peers.

Data from the UD ADVANCE 2016 faculty climate survey indicate that dual career is a significant issue at the University of Delaware.

The Challenges of Establishing a Dual-Career Hiring Program at the University of Delaware

The Protocol

The protocol allows faculty candidates to request dual-career assistance early in the search process without disclosing the request to the hiring department. The request goes to a Human Resources liaison and then to the Vice Provost for Faculty Affairs. A candidate may contact the chair of the hiring department if they choose to speed up the process. Consistent with protocols at other institutions, employment is not guaranteed.

Although we now have a protocol for handling dual-career requests, problems and challenges remain:
- Human Resources doesn’t have the staff to devote adequate attention to dual career.
- Communication between Human Resources, the Provost’s office, and the UD ADVANCE team is inconsistent, which makes tracking requests difficult.
- Current services are minimal and are intended primarily for recently hired faculty.
- The protocol does not clearly lay out an accountability structure to ensure that requests move along quickly.
- There is a tendency to create inappropriate, temporary, or part-time positions for partners at UD, when jobs external to the university may be more fitting long term. As the figure below indicates, a third of faculty whose partners currently work at UD report that their partner is dissatisfied with their position.
- Communication by the institution of the protocol and intake form has been inconsistent and intermittent. However, they are on the UD ADVANCE website.

UD ADVANCE continues to advocate for more robust policies and the creation of a dual-career office with dedicated staff. HR is simultaneously partnering with an external consultant on relocation assistance for all UD employees.

Meet the Team:
- Pam Cook, Unidel Professor of Mathematical Sciences; Associate Dean of Engineering (PI)
- Robin Andreasen, Associate Professor, Linguistics and Cognitive Science (co-PI)
- Heather Doty, Assistant Professor, Mechanical Engineering (co-PI)
- John Sawyer, Prof., Management; Assoc. Provost, Institutional Research & Effectiveness (co-PI)
- Shawna Vican, Ph.D. (Director)