

FACULTY MEETING  
December 12 2017

## RESOLUTION

Be it Resolved:

that the Faculty asks the ADOF/VPAA to work with other Divisions at the College to encourage the hiring of faculty spouses and partners into appropriate open and needed positions across the College.

Measures to be adopted should include, but not be limited to, the following:

- x Develop and implement an institutional policy on dual-career hiring
- x Make interested partners eligible to apply for open positions as internal candidates
- x Allow partners to access Skidmore's existing employment services
- x Develop and implement a mechanism to provide institutional perspective and oversight in hiring practices including search committees to ensure that partner job candidates are treated equitably, to advocate for the institutional benefits of qualified partner hires, and to guard against perceived biases against partners, while not putting partners onto departments/offices
- x Designate a staff member within HR to provide employment coordination services for employees' partners, in close coordination with DOF, the Career Center, and Alumni Relations

We encourage the Administration to include both faculty and staff their significant others in any

Rationale:

Skidmore lacks a comprehensive policy on dual-career hires, despite the fact that about 80% of academics have spouses or partners who are working professionals, almost half of whom are also academics (Wolf-Wendel et al., 2004). The College's mixed track record of working with dual-career couples reflects our lack of a comprehensive policy, the so-called "two-body problem." Other higher-ed institutions have extensive experience addressing this issue on an institutional rather than individual level. "By considering the two-body problem as a two-body

documented “two body problem” presents Skidmore with an opportunity to advance a number of the College’s commitment to Inclusive Excellence, strengthening the College community in support of all four of our strategic priorities: Integrative Learning and Education To Enhance the Work of the Faculty as Teachers and Scholars, II. Access To Ensure Access for All Our Students to an Extraordinary Educational Experience: III. Well-Being To Strengthen the Inclusiveness, Health, and Well-Being of Our Community, and IV. Sustainability To Continue to Build a Sustainable Institutional Foundation for Excellence (Skidmore Strategic Plan 2015-2025)

We will organize discussion fora in November for faculty and staff interested in discussing this topic.