




Date: February 10, 2012

To: Deans

From: R.L. Bras, Provost and Executive Vice President for Academic Affairs 

Subject: Funding Guidelines for Dual-Career Couple Hiring Opportunities

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Georgia Tech strives for a family friendly environment and recognizes that supporting this culture includes, at times, assisting dual-career couples with employment needs. Although the Institute cannot guarantee positions for partners or spouses, where possible, the Office of the Provost will facilitate the employment of dual-career couples as a part of the recruitment and retention of academic faculty members.

When the recruitment of a potential academic (tenured or tenure track) faculty member or retention of a current academic faculty member requires employment for a partner/spouse, the following general principles should be considered. These guidelines apply to hiring of the partner/spouse to an academic faculty position as well as other positions on campus.

The college or school recruiting the potential academic faculty member is the "requesting department." The college or school hiring partner/spouse is the "hiring department."

- It is the responsibility of the requesting department to work with the faculty member and the partner/spouse to find appropriate placement.
- The experience and credentials of the partner/spouse must be of the quality and caliber expected at GT and competitive for the position being sought.
- Prior to academic faculty hires, the faculty of the hiring department should vote or otherwise show support for the hire.
- The salary of the partner/spouse should be commensurate with similar positions in the hiring department.

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- The Provost's Office may match any salary funds provided by the requesting department (up to 50% of the salary) for up to three years. The hiring department may need to provide the remaining funds. Both the requesting and hiring departments should contribute financially to the spouse/partner's employment.
- An agreement between the Provost's Office, the requesting department and the hiring department should be reduced to writing and should include both the short (one to three years) and long-term (beyond three years) plans for support of the partner/spouse. If the spouse/partner secures an academic appointment, the plans should address contingencies following the critical review.
- The plans may include the expectation that the position for the partner/spouse is not guaranteed and he/she may need to secure a suitable, permanent position through standard employment processes.

In all cases, the partner/spouse should comply with departmental and Institute policies and practices. Further, it is expected that he/she is welcomed as a valued member of the Georgia Tech community.

Dual-career couple hires present an opportunity for Deans and School Chairs to contribute to the well-being of their fellow schools and colleges, and to the greater good of the Institute. I expect that the need to support dual career couples will continue to increase as it has over the past few years, and that many departments will both request assistance and provide assistance to their colleagues.

The Institute does not guarantee support of all dual-career hires. Each case is unique; therefore, each request for dual-career couple hires will be addressed individually, in a manner consistent with these guidelines.

RLB/eb