

# Dual Career Academic Hire Program

**Purpose:** To enhance FIU's ability to attract and recruit exemplary faculty and create a framework for exploring and supporting employment opportunities across departments and colleges for their spouse or partner\* (dual career hire).

**Eligibility:** Spouse or partner of a new hire who meet the qualifications for a faculty position at FIU. These hires are considered through a targeted recruitment process and may require review of a search and screen waiver and approval by EOP and the President.

## **Procedures:**

Chair of Department making new tenure track hire (Hiring department) submits a request to consider dual career hire and candidate CV to the Chair(s) of the department for which the dual career hire may be qualified (Receiving department) or the Associate Vice President for Academic Affairs if further assistance is needed to identify an appropriate Receiving department.

Chairs consult with Dean on qualifications and funding expectations. If in agreement, Deans jointly submit a joint dual career academic hire proposal to Academic Affairs which includes:

- Statement on benefit to the department/college/university including return on investment expectations
- Qualifications, CV, ethnicity and gender of candidate
- Proposed salary and any start up costs
- Agreement to provide 1/3 funding for salary/benefit

An annual allocation of \$200,000 will be made available to support dual career academic hires by Academic Affairs.

The funding support is permanent unless the dual career hire leaves the position.

\*Partner - marriage license or affidavit of same-sex domestic partner is required prior to offer-

# Dual Career Academic Hire Proposal

**New Hire:**

Name \_\_\_\_\_ Department \_\_\_\_\_

Rank \_\_\_\_\_

Ethnicity \_\_\_\_\_ Gender \_\_\_\_\_

**Benefit to department/college/university:**

**Return on Investment (complete table below):**

	New hire	Dual Career hire	Total
(A) Grant support or additional funding to be received			
(B) Expected salary/benefits			
(C) Requested start up costs			
(D) Return on investment $(A-(B+C))/(B+C)$			

**Dual Career Hire:**

Name \_\_\_\_\_ Department \_\_\_\_\_

Rank \_\_\_\_\_

Ethnicity \_\_\_\_\_ Gender \_\_\_\_\_

**Benefit to department/college/university:**

**Return on Investment (complete table below):**

	New hire	Dual Career hire	Total
(A) Grant support or additional funding to be received			
(B) Expected salary/benefits			
(C) Requested start up costs			
(D) Return on investment $(A-(B+C))/(B+C)$			

We agree to provide 1/3 salary/benefit support for the dual career candidate and authorize a permanent budget transfer to receiving department upon hire.

Hiring Department Dean \_\_\_\_\_

Receiving Department Dean: \_\_\_\_\_

Associate Vice President for Academic Affairs: \_\_\_\_\_