**ADVANCE**

*Changing the Culture at the University of Rhode Island: Dual Career Issues*

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**Concerns from Chairs**

- **Adequate qualifications**
  - Filling scarce slots – must be an asset to dept
  - Affirmative action makes placement of partners more difficult than in the past
  - It is difficult when one must accommodate a less qualified spouse.
  - If hiring is not merit-based, this is questionable in terms of affirmative action

- **Tricky situations**
  - I don’t know when & if it might be appropriate to bring up dual career issues – I’m reluctant to bring it up.
  - There seems to be some resentment toward younger women who have not had to sacrifice family for career on the part of older women who did – there is a perception of increased dedication and workload for women without families
  - *(in trying to find positions for partners)* the story is always different depending on who you talk to – the blame goes around

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**Advice from Chairs**

- **Make it an opportunity, not a constraint**
  - Searches from 1 dept. can lead to exciting opportunities for other depts.
  - Change some of the affirmative action requirements
  - There should be something in it for the depts. - the university should offer a “freebie” – so that hiring a couple doesn’t affect future hires

- **Treat it as a serious issue**
  - Our most recent candidates were very impressed with response to dual career situation. They postponed decision several times before choosing another offer.
  - The process needs to be more formal – now we just get on the phone
  - Link career center with dept. hiring practices
  - Information should be more readily available to applicants

- **Change the culture**
  - View situation positively – URI will benefit from 2 dedicated employees
  - Spouses are often considered 2nd class citizens
  - This is a legitimate, common, and honorable situation – no one is looking for something they don’t deserve

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“This is a growing problem, especially when the couple are in the same area. We are losing people because of this.” Provost M. Beverly Swan

Plan
- Assessment: interviews, counts, research
- Develop policy & webpage
- Develop regional southern New England network
- Identify point person