History of URI's Dual Career Policy

Dual Career Committee continues work:

- Researching best practices, drafting policy and placing in the philosophical framework
  - Importance of the philosophical framework
- Fitting with URI’s president’s strategic plan: inclusiveness and diversity
- Presenting to Council Of Deans

History of URI's Dual Career Policy

- Working with Affirmative Action
- Collaborating with PCOSW; negotiating faculty versus staff language and applicability
- Confronting Union issues: “bumping” seniority
  - URI has 9 Unions, 3 categories of state employees
- ADVANCE Internal Advisory Committee endorsement

History of URI's Dual-Career Policy

- URI acknowledges family-friendliness with Paid Parental Leave Policy: July 2004
  - Philosophical framework
- The “March 30” Summit: 2005
- ADVANCE Fellows dual-career needs: 2003-2005
- Small convenience study of dual-career issues on URI campus: 2004-2005

History of URI's Dual-Career Policy

- Presented at the 2007 NSF ADVANCE Auburn Workshop on Best Practices
  - May 8, 2007
- Supported in part by National Science Foundation Institutional Transformation Award SBE-0245039
History of URI’s Dual Career Policy

- ADVANCE site visit July 2006
- President wary of nepotism potential; AAUP wary of nepotism research defense (a “red flag” to the Board of Governors)
- President wants AAUP to waive “grievability”; AAUP says no

President and Provost concerned about the “white male spouse issue”

President and Provost protest that URI is different from other universities with successful dual career programs

Another “R & R”

History of URI’s Dual Career Policy

- One more time! Presenting to the Provost and President with a one-page summary
- President endorses policy statement with caveats
- Legal scrutiny, State Ethics Commission scrutiny
- Posting on ADVANCE web page

Policy Statement

“The University of Rhode Island acknowledges the importance of supporting dual career partners in attracting and retaining a quality workforce, and in its long-range economic benefit to the University, and is committed to offering placement advice and assistance whenever feasible and appropriate.”
A very small win

But also on our web site:
- Link to our “Virtual Work-Life Center”
  [www.uri.edu/advance/wlc](http://www.uri.edu/advance/wlc)
- Resources for Dual-Career Partners
  - URI sites
  - Useful RI sites
  - Other area colleges and universities
  - Internet resources for academic/community positions
  - Additional helpful sites
  - Newspapers and additional job search web sites

Guidelines
- Advertising
- Providing Information
- Definition of Domestic Partner
- Responding to a Request
- Accommodation Strategies
Overview of Challenges

- State culture of corruption, nepotism, mistrust
- Lack of earmarked money
- Unionization (“bumping” seniority)
- Department strategic plans and accountability
- Data collection difficulty
  - Timing of requests
  - Bias avoidance

Where do We Go From Here?

- Implementation Committee (Provost, Deans, Department Heads)
- Development of regional network
- Possible response strategy for Ethics Commission
- Continued pressure toward overall family-friendly culture
- Flexible work options