ADVANCE
University of Rhode Island

# Dual-Career Policy

URI ADVANCE Work-Life Committee
and URI President's Commission on the Status of Women (PCOSW)

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## 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

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

- 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

## History of URI's Dual Career Policy

- 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"*

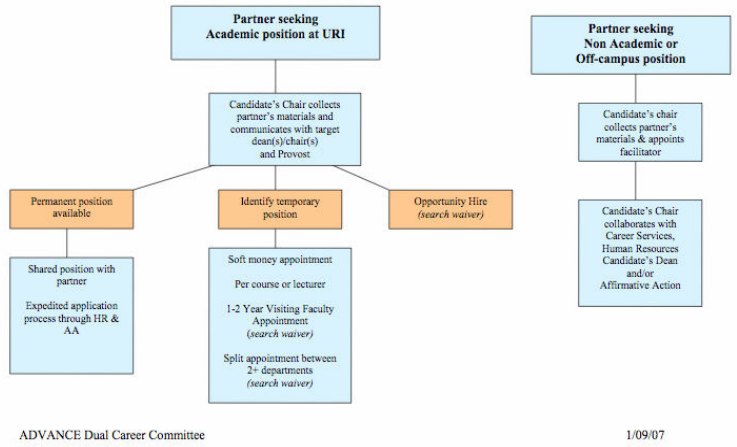
**A very small win**

## But also on our web site:

- Link to our "Virtual Work-Life Center"
  www.uri.edu/advance/wlfc
- 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