

March 1, 2004

To: Vice Chancellors and Deans

From: R. Michael Tanner
Provost and Vice Chancellor for Academic Affairs

Re: Partner Accommodation Policy

Although UIC has not had an official partner accommodation program in the past, practice has been that deans could submit such requests and that worthy requests would be financially supported by the Provost's Office. I recognize the importance of accommodating dual-career academic couples and the key role that a formal partner accommodation policy can play in the recruitment of the highest caliber faculty. As such, I am distributing the following policy statement.

Please note that there have been some changes to the program. In the past the Provost has funded 50% of the salary on a permanent basis, with the remaining 50% split equally between the department with the primary hire and the department with the partner. Under the new policy the Provost share will be reduced from 50% to 33%, with each party paying one third. In addition, the Provost's share will be in the form of a three-year commitment only. The limited duration of the Provostial commitment underlines that its purpose is to facilitate a valuable employment relationship that might have not otherwise been explored, not to create a permanent subsidy.

There is a legitimate concern that any partner accommodation program be restrictive enough so that it does not weaken the fair hiring practices that this campus works so hard to maintain. Please limit requests under this program to outstanding faculty and staff whom we would otherwise not be able to recruit or retain.

Partner Accommodation Policy

The Provost's Office recognizes that successful recruitment or retention of a faculty member is often dependent on the availability of a suitable job for the faculty member's spouse/partner. Given this recognition, the Provost's Office will provide financial assistance to units hiring a faculty member's spouse/partner.

The program's primary intention is to assist partners in obtaining a faculty position at UIC. However, if an academic professional position or clinical appointment is more appropriate, such requests will be considered as well. In all cases it is important to stress that there is no guarantee of employment for a spouse/partner. Only qualified candidates who meet the standards of the hiring unit and are endorsed by that department will be considered for assistance.

Funding

For three years the partner's salary will be split equally between the Provost's Office, the department making the primary hire, and the department hiring the partner. At the end of three years, the department that hired the partner will assume 100% responsibility for the partner's salary. This arrangement will insure that the hiring department carefully considers the long-term suitability of the partner. If funds are provided under the Underrepresented Faculty Recruitment Program, no additional funding will be provided under the Partner Accommodation Program. The college making the primary hire may choose to extend support beyond three years and it is free to make such arrangements, but the Provost funding will cease after three years.

Process

Deans should be judicious in making requests under this policy, ensuring that the individuals are truly of outstanding caliber. Once both units are in agreement over the suitability of a candidate for a vacant position, all regular departmental hiring procedures have been completed, and both units agree to the salary split, a request for financial support should be sent to the Provost's Office. This memo should contain a justification based on the credentials of both the primary hire and the partner, including copies of both vitae. The justification should explain both units' objectives and detail how the hires complement those objectives. All requests should also indicate the resources that the college is providing from its base, including reallocated resources. A partner accommodation request will be evaluated on the basis of the quality of the hires as well as the program performance measures that are applied to all funding requests. Deans will be informed of approvals at the earliest possible date.