

BOARD OF REGENTS: 06/10/16

Agenda Item: 16.A.

TOPIC: Policy Changes – New Dual-Career Spousal Accommodation Policy

STAFF CONTACT: Robert O. Davies, President

BACKGROUND:

In November 2013, President Tim Miller created a task force to develop a University-wide policy on a dual career hiring process. The Dual Career Task Force was comprised of three staff members, two faculty members and two administrators. The Task Force reviewed existing documents at Murray State University, analyzed policies at Kentucky institutions, as well as for schools external to the Commonwealth, and crafted a document for evaluation. A draft document was provided to President Bob Davies in the 2014-15 academic year and other constituencies also received the information. During the 2015-16 academic year, Faculty Senate and Staff Congress provided input and the Task Force edited the draft and submitted it to President Davies in the 2016 Spring term.

The proposal policy relates to Murray State University's commitment to recruiting and retaining talented, innovative and diverse faculty and professional staff. The policy does note the need for dual-career assistance for prospective and current faculty and professional staff members. The policy does not constitute a guarantee of employment for the spouse of a candidate for a job or a current employee. It is the responsibility of the faculty and professional staff members to inform the head of the unit of the need for dual-career assistance as soon as reasonably possible. The head of the unit will consult with Human Resources once it is evident that a spousal accommodation is a consideration.

The following principles are important in that no expectation is noted that a new position will be created for the spouse; the spouse must be qualified for the position being considered and spouses will be afforded the opportunity to apply at the same time and with the same consideration as internal candidates under the University's policies guiding the hiring process. An internal candidate has five days to apply for a position during which time no external candidates are given this option. The search committee can then decide to only review the internal candidates after that period, assuming the candidates are qualified per the job description, or can choose to move forward with an external search.

The Dual-Career Spousal Accommodation Policy only provides an opportunity for a spouse to be considered in the pool of internal candidates. All applicable University, Office of Institutional Diversity, Equity and Access and Human Resource Office hiring policies must be followed before any hire is finalized.

RECOMMENDATION:

That the Board of Regents, upon the recommendation of the President of the University, approve the Dual-Career Spousal Accommodation Policy as presented, with an effective date of July 1, 2016, and to be made available as appropriate.

RECOMMEND APPROVAL: Robert O. Davies, President

BOARD ACTION: Approved.