

Appendix J Partner Employment Program

For the purposes of recruitment and retention of faculty and librarians, the University will continue the Partner Employment Program with the following elements. Any requests for partner hires are subject to availability of funding, finding a suitable placement, and adherence to applicable hiring rules and regulations.

PURPOSE

The purpose of the Partner Employment Program is to recognize the importance of accommodating dual-career families and the considerable benefit such accommodations bring to the University by attracting and retaining excellent faculty and librarians.

SCOPE

Partners of candidates for faculty and librarian positions may be hired as faculty, librarians, or administrative staff within the same administrative units or across Department or School/College/Library lines as part of this program. Waivers of search may be granted by the Provost when partner employment is part of a hiring offer resulting from a national search or is part of an attempt to retain a current MSP bargaining unit member. All participants hired under the Partner Employment Program must be fully qualified for their position and must be approved by the host units.

NOTIFICATION

The Partner Employment Program description shall be permanently posted on the Umass/Amherst Provost's website. Candidates under consideration for hire as a result of a national search shall be informed of the existence of the program and the availability of details on the website.

FUNDING

The Provost's Office has set aside funds to provide partial, temporary salary support for the partner's of some newly-hired faculty and librarians tenure system faculty or current faculty and librarians who are at imminent risk of leaving. The Provost's office will typically provide \$40,000 per year for three years to support the hiring of the partner. When appropriate, the funding can be structured in other ways.

In considering funding requests, the Provost may ask the Dean to set priorities. In selecting which request to support, the following (unranked) factors will be considered:

- Contribution to diversity.
- Strategic importance of recruiting the primary hire.
- Value to the campus of the position created for the secondary hire.
- Academic qualifications of both partners.
- Number of other partner hiring subventions that the college with the primary hire has received over the past three years, relative to the college's overall hiring volume.

Funding, if approved by the Provost, will follow the terms described above. Because funds are limited, an offer may be approved with waiver of search but without a subvention.