

Update Fall 2017

I am pleased to announce the creation of a new program of Provost-level subvention for spouse/partner hires.

Each year, beginning with the current hiring season, we will be able to provide partial, temporary salary support for the spouses/partners of some newly-hired tenure-system faculty. The amount we will provide is 50% of the base salary floor for a Lecturer, per Article 26 of the MSP contract. Currently, the base salary floor is \$52,000, so the amount of the subvention is \$26,000 per year. This subvention will be provided for three years only. Budget constraints limit me to authorizing no more than 6 or 7 new subventions per year. (Note that this is not a limit on spouse/partner hires generally; it is only a limit on the available financial support for these hires.)

Requests for spouse/partner hiring subvention should come through your dean, who may be asked by me to prioritize requests. In selecting which requests to support, I will consider the following (unranked) factors:

- 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 spouse/partner hiring subventions that the college has received recently, relative to the college's overall hiring volume.

Questions about this program should be directed to your dean or to Associate Provost Michael Eagen (meagen@umass.edu). Details of the process are described below.

John McCarthy
Acting Provost and Senior Vice Chancellor for Academic Affairs

SPOUSE AND PARTNER EMPLOYMENT PROGRAM

Purpose

The University of Massachusetts Amherst recognizes the increasing importance of accommodating dual career families and the considerable benefit of such accommodation to the University in attracting and retaining faculty. Although accommodating the spouses and partners of faculty members will not always be financially feasible, the University is committed to an effort to facilitate such arrangements and has therefore adopted a Partner Employment Program.

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 and College/Library lines as part of this program. Waivers of search may be granted when partner employment is part of a hiring offer resulting from a national search, or is part of an attempt to retain a current academic employee. All participants hired under the Partner Employment Program must be fully qualified for their hiring status and must be approved by the host units.

Implementation

- 1) Current faculty and librarians will receive notice of this program upon its implementation, and the program will be permanently posted on the University's website. Candidates

under consideration for hire as a result of a national search may be informed of the existence of the program and the availability of details on the website.

- 2) The unit initiating the proposed hire will prepare a position description (in consultation with the host unit if the hire is outside the initiating unit) and after the participant has been interviewed satisfactorily by the host unit. Once the initiating and host units, dean(s) and the PEP participant have agreed to a job description and salary, the proposed position details will be submitted to the Provost for approval of (a) the offer and (b) funding.
- 3) Funding, if approved by the Provost, will follow the terms described in the Update section at the beginning of this document. Because funds are limited, the offer may be approved without a Provost-level subvention.
- 4) If the appointment is for a faculty or librarian position, the participant will be a member of the Massachusetts Society of Professors bargaining unit, and all personnel actions and evaluations will follow the terms of the MSP contract.
- 5) If the appointment is for an administrative position, terms of other bargaining agreements will be adhered to, as appropriate.
- 6) Documentation of all hires under the Partner Employment Program will be maintained in the Provost's office, including a statement of the impact of each such hire on the diversity goals of all involved units.
- 7) When a hire with tenure is made under the Partner Employment Program, such a hire shall be subject to normal University tenure processes.
- 8) All appointments under the Partner Employment Program will be subject to the availability of funding.