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 will be informed of the existence of the program and the availability of details on the website. (For specific information about the articulation of this program with tenure-stream faculty searches, see http://www.umass.edu/provost/documents/TenureStreamSearchGuidelinesJuly152010.pdf)

2. If a partner wishes to use the Partner Employment Program, 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.

3. If the Provost approves, an offer will be made to the participant. If the offer is accepted, the usual funding arrangements will be as follows, although alternative funding arrangements may be negotiated by the units involved: The position shall be funded for the initial contract period or for three years, whichever is longer, by an equal division of costs among the Provost’s office, the initiating unit, and the host unit (1/3-1/3-1/3). If the position is on the tenure track, the position shall be funded for the duration
of the probationary period, subject to the usual reappointment criteria and procedures. At the end of the initial appointment period, or at the end of the probationary appointment for tenure-track positions, full funding will be provide by the host unit and the original transitional funding will revert to the initiating unit and the Provost’s Office. Should a participant’s contract not be renewed or the participant be denied tenure, funding will revert to the initiating and host units and the Provost’s office.

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 shall 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 appropriate University approval, up to and including approval by the Board of Trustees.

8. All appointments under the Partner Employment Program shall be subject to the availability of funding.