

1 Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

2
3 January 31, 2024

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5 **Dual Career Hires**

- 6 X.1. Consideration of dual career hires (for example, an initial candidate plus a spouse,
7 domestic partner, or other partner) must occur only at the initiative of the candidate for
8 recruitment or retention and with the approval of the Dean(s) of the affected college(s)
9 and Provost, and notice to FAM, AAUP-AFT.
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- 11 X.2. A tenure-track or tenured or TCPL faculty or librarian or unclassified or classified staff
12 position may be created. All offers must be made in writing.
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- 14 X.3. Considerations of Qualifications
- 15 X.3.1. The procedures delineated in Article [X]: Appointments of this Agreement shall
16 be followed except that dual-career candidates will necessitate a competitive
17 search waiver which the appropriate Dean's office will coordinate with the Office
18 of Equity and Equal Opportunity (OEEO).
- 19 X.3.2. In the event that a candidate initiates consideration of a dual-career appointment
20 and such consideration includes the creation of a new position, the academic unit
21 potentially receiving the dual-career hire shall make recommendations to their
22 Chair/Director, Dean, and the Provost concerning the following:
- 23 X.3.2.1. Qualifications of the dual-career candidate
- 24 X.3.2.2. The academic unit's need for an additional faculty member and whether
25 the candidate may fit that need;
- 26 X.3.2.3. The consequences of such an appointment or lack thereof for immediate
27 and long-term department/school needs and planning.
28
- 29 X.4. Receiving Department/Division:
- 30 X.4.1. No dual-career hire shall be made without the consent of the receiving
31 department/division.
- 32 X.4.2. Options for financial accommodations include:
- 33 X.4.2.1. Full funding by the respective host departments/divisions
- 34 X.4.2.2. Vacancy lines held by the Provost's office
- 35 X.4.2.3. Hybrid funding between departments/divisions/the Provost's office
- 36 X.4.2.4. In some cases (e.g., grant-heavy disciplines) dual-applicants are expected
37 to generate funding to cover their own benefits package, or

- 38 X.4.2.5. Other potential funding sources.
- 39 X.4.3. The funding arrangement made for the dual-career hire must be made in writing.
- 40 X.4.4. Dual-career hires are subject to all applicable University policies, including any
- 41 applicable collective bargaining agreement.
- 42 X.4.5. No dual-career hire will count against the department for future hiring.