

CANR Dual Career Accommodation
Standard Operating Procedures – Allocation Priorities
3 August 2019

Michigan State University has a supportive and well-used dual career accommodation policy*. Dual career hiring opportunities remain the decision of the hiring unit (normally the college in collaboration with the department or school). In 2018-2019 approximately 40% of all tenure-system hires included a dual career accommodation. Given the long-term dollar investment required for dual career hires, it is imperative for the college to prioritize dual career hiring strategies. The college's spousal commitment is for three years and any subsequent commitment is up to the participating units to negotiate. The following represents the priority order for dual career hires. CANR is not required to offer a dual career position, however, every attempt will be made to honor the request when it fits with CANR priorities.

Priority ranking for dual career offers (in order of importance):

1. Primary and secondary hires in CANR; both meet a critical disciplinary or functional need.
2. Primary and secondary hires in CANR; secondary meets some other critical need (e.g., DEI).
3. Request from other college to place secondary non-tenure or staff hire in CANR; secondary meets critical need.
4. Request from other college to place secondary tenure hire in CANR; secondary meets critical need.

* Links to MSU Spousal Accommodation (Dual Career) policy

- https://aan.msu.edu/wp-content/uploads/2017/10/Hiring-Retention-and-Spousal-Hires_Prompt-Sheet.pdf
- <https://www.hr.msu.edu/ua/hiring/faculty-academic-staff/documents/overview-memo.pdf>
- https://aan.msu.edu/wp-content/uploads/2018/08/AHR_PPT_NAO_2018.pdf (slides 70-72)