

QUESTIONS?

Initially, prospective faculty and/or their partners should talk with the faculty and staff in the academic department or program to which the faculty member is being recruited. The department or program will then help partners connect with the appropriate dual career personnel.

Confidential conversations between a potential partner and the dual career coordinator are also available by calling the direct number below.



Dual Career Services

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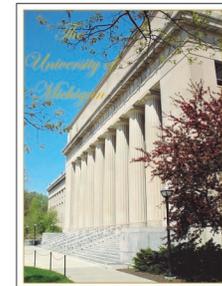


A Guide for Academic Dual Career Couples



UNIVERSITY OF MICHIGAN

Ann Arbor



DUAL CAREER SERVICES

A Non-discriminatory, Affirmative Action Employer

INTRODUCTION

To maintain and strengthen its excellence, the University of Michigan must recruit and retain an outstanding faculty. Many faculty members who are being recruited by the University of Michigan—Ann Arbor have partners who are accomplished professionals in their own right. Therefore, the ability of a dual career partner to find a suitable career opportunity is often a key factor in the recruitment process and ultimately in the couple's decision. The Dual Career Program was created in response to this need.

At her or his initiative, the prospective faculty member should tell the chair of the search committee, the dean, or the department chair about any interest in the dual career program. Typically, the school, college or department then takes the lead in gathering initial information about the dual career partner.

SERVICES AVAILABLE TO EVERYONE

The Office of the Provost maintains a dual career website

www.umich.edu/~provost/programs/dualcarinfor.html

Available to everyone both in and outside the University, this site provides easy access to information about employment opportunities and career resources at the University of Michigan (including how to search and apply for jobs), other area colleges and universities, resources, and information about Ann Arbor.

SERVICES FOR PARTNERS OF TENURED & TENURE TRACK FACULTY

Due to limited resources and because the university recruits over 300 professors a year, other services are available only to the partners of tenure-track and tenured faculty members. Depending on the situation and the dual partner's interests, the partner will interact with one or more of the following people:

- ◆ In the department or program to which the faculty member is being recruited, typically with the department chair, program director, and/or a member of the support staff;
- ◆ At the school or college level, typically with a dual career specialist or other designated staff person, and/or an assistant or associate dean;
- ◆ In the Office of the Provost, with the dual career coordinator upon referral from the school or college.

SERVICES FOR PARTNERS WITH ACADEMIC CAREERS

As used here, the term *academic career* includes instruction, research, and/or clinical work. Working together, the department, school or college, and provost's office will help the dual partner to connect with appropriate faculty and staff in the schools and colleges of the University of Michigan. At such meetings, the partner can learn more about the university and begin to explore career options. In other cases, the dual career staff may assist the partner in exploring other ways the University can take advantage of the partner's expertise and experience.

If for some reason the partner is more suited to a position at an institution other than the University of Michigan, contacts at nearby institutions (see website) may be arranged.

JOB SEARCH vs. JOB PLACEMENT

University faculty and staff who assist in dual career efforts do a great deal to help partners in their job search. But the university cannot and does not guarantee job placement. The success of any job search—and how long it takes—depends on many factors. These include the economy, timing, the “fit” between a partner's credentials and job openings, and how flexible the partner is able and willing to be (e.g., with respect to salary level and requirements, and willingness to commute).

Career searches are most successful when the partner takes a great deal of initiative. Partners are urged to conduct an active job search, using the Dual Career Program as just one source of information. The partner will also benefit from seeing his/her first job in the area as a transitional career step.

