Dual Career Services in the College of Engineering

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Agenda

- Setting the Stage: Prevalence of Dual Career Situations in Academia
- Dual Career Program in the College
- Preparing Ourselves for Continued Success with Dual Career Partners
Setting the Stage: Prevalence of Dual Career Situations in Academia

Partner Status of U.S. Academic Workforce

- 36%* Have Employed (Non-Academic) Partner
- 14% Are Single
- 13% Have Stay-at-Home Partner
- 36% Have Academic Partner

Dual Hires: Hired as a couple at current institution(s).
- 10%

Independent Hires: Partners hired independently of their couple status. Each partner replied to separate advertisements or met after each was hired
- 17%

Sequential: One partner, “first hire,” negotiates for the other, or “second hire”
- 8%

Joint: Recruited by university as a couple
- 2%

Solo Hires: Only one partner in the couple is currently employed in academia
- 9%

n = 9,043 Full-time faculty from 13 Leading Research Universities
* 40% for female faculty members

Setting the Stage: Dual Career Partners Among Engineering Faculty

Dual Career Requests within the College of Engineering

CoE Dual Career Services Requests, AY 2009-2010 to AY 2013-2014*

Partner Status of College of Engineering Faculty Recruits AY2013-2014

- Faculty Recruit Requested Dual Career Services: 56% (18)
- Faculty Recruit Did Not Request Dual Career Services: 45% (14)

* AY = July-June
## AY2013-2014 Dual Career Partners

### Outcome of Services Provided

<table>
<thead>
<tr>
<th>Outcome</th>
<th>AY2011-2012</th>
<th>AY2012-2013</th>
<th>AY2013-2014</th>
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</thead>
<tbody>
<tr>
<td><strong>Total Partners</strong></td>
<td>62 (46 women, 16 men)</td>
<td>54 (42 women, 12 men)</td>
<td>52 (37 women, 15 men)</td>
</tr>
<tr>
<td>Academic Employment at U of M</td>
<td>13%</td>
<td>17%</td>
<td>29%</td>
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<tr>
<td>Non-Academic Employment at U of M</td>
<td>15%</td>
<td>7%</td>
<td>8%</td>
</tr>
<tr>
<td>Employment Outside of U of M</td>
<td>5%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Attending Graduate School (with guidance from Dual Career Services)</td>
<td></td>
<td></td>
<td>0%</td>
</tr>
<tr>
<td>Partner Discontinued Using Services</td>
<td>10%</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>Unable to Find Position for Partner</td>
<td>5%</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>Active (as of 6/30)</td>
<td>13%</td>
<td>19%</td>
<td>33%</td>
</tr>
<tr>
<td>Recruitment Did Not Proceed</td>
<td>2%</td>
<td>11%</td>
<td>6%</td>
</tr>
<tr>
<td>Faculty Offer Declined</td>
<td>11%</td>
<td>17%</td>
<td>8%</td>
</tr>
<tr>
<td>Faculty Offer Declined (Retention)</td>
<td>3%</td>
<td></td>
<td>0%</td>
</tr>
<tr>
<td>Work with Partner on Hold</td>
<td>8%</td>
<td>11%</td>
<td>4%</td>
</tr>
<tr>
<td>No Change (Administrative Work on Case)</td>
<td>13%</td>
<td>6%</td>
<td>10%</td>
</tr>
<tr>
<td>Other (Personal)</td>
<td></td>
<td></td>
<td>2%</td>
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</table>
Type of Positions Sought by the Partners of College of Engineering Faculty Members in AY2013-2014

- Seeking Academic Position: 48%
- Seeking Non-Academic Position: 45%
- Seeking Academic or Non-Academic Position: 8%
AY2013-2014 Faculty Positions Sought

Location of Academic U of M Positions Sought by the Partners of College of Engineering Faculty Members in AY2013-2014

- Seeking Position within CoE or Outside of CoE: 36% (8)
- Seeking Position in Another Part of the University: 55% (12)
- Seeking Position in Another Part of the University: 9% (2)
Dual Career Services: What Are They

Coaching, support and help with networking for partners conducting job searches – not guaranteed placement. Partners are expected to take an active part in their own job search.

## Services for Partners Interested in Working within the University

- **Networking and Job Exploration**
  - Connecting the partner with the appropriate faculty and staff at the University of Michigan
  - Gathering feedback on the partner’s qualifications and fit with the unit of interest, as well as potential openings
  - Facilitating networking at other nearby institutions of higher education if appropriate

- **Unposted Job Exploration**
  - Working with units to explore the fit between the partner and open positions / created positions that would help the partner transition to the University
  - Collaborating with units to address the issues that might arise related to the position (funding, visas, appointment, etc.)

- **Job Search Skills**
  - Coaching on initial informational discussions with faculty and staff in the partner’s area(s) of interest
  - Providing advice on CVs and cover letters, interviewing and negotiation

## Services for Partners Searching for Positions Outside the University

- **Networking and Job Exploration**
  - Providing information about the local job market and area companies, as well as the range of employment opportunities in Ann Arbor and southeast Michigan
  - Helping to arrange informational interviews and/or identify positions of interest
  - Following up on job applications to encourage interviews and gather feedback (where have contacts)

- **Job Counseling and Search Skills**
  - Providing advice on overall job search direction, including career counseling
  - Reviewing and helping to revise résumés and cover letters
  - Assisting in enhancing interviewing techniques, including role plays
Dual Career Process: Communicate as Early as Possible that Dual Career Help Is Available

Ranges and Averages of Time to Position, 2013-2014 CoE Dual Career Partners

- Academic Positions at U of M, n = 10
  - Average: 5.9 months
  - 2 months

- Non-Academic Positions at U of M, n = 4
  - Average: 5.75 months
  - 4 months

- Employment Outside of U of M, n = 5**
  - Average: 4.5 months
  - 1 month

** Uses data from partners helped from 2011-2014.

Process for Offering Dual Career Services to CoE Candidates

1. Select candidates for second round interviews
2. Send candidate names & contact info to Sherry Hall
3. Director contacts candidates directly to offer dual career services

- sfolsom@umich.edu
- 7-7018

- Candidates can choose to pursue services confidentially early in the process
- Alec Gallimore mentions dual career program and gives brochure when meeting with candidates
104 Candidates received the offer of dual career services from both the Director and the ADAA

39 requested dual career services

18 of the candidates who requested services received offers from CoE (out of 32 offers extended)

8 of these candidates accepted positions with CoE by their offer deadlines; four is still TBD. Two of the eight required job offers for their partners before they would accept. Two declines are directly attributable to dual career issues related to the industry in which partners work.
Preparing for Continued Success
What Is the Dual Career Process for the Partners of Faculty Recruits?

Unit or Director Becomes Aware of Partner’s Need for Help in Finding Employment

- Can become aware of a partner issue at any point in the process of interviewing a candidate
- Often surfaced in conversations with Jack Hu or in response to e-mail from Melissa
- Unit / Director gathers key information:
  - Names of faculty hire and partner
  - Proposed position and track for faculty hire
  - Understanding of current employment situation of faculty member and partner, including key dates (e.g., deadlines for making decision on other offers, scheduled visits) and stage in the recruiting process

Dual Career Director Works with Partner to Identify Opportunities

- Discussions of areas of professional interest
- Identification and exploration of potential opportunities, including coordination of visit:
  - At the University
  - In the community (other colleges / universities, private sector, public sector)

Dual Career Director Provides Support Until a Position Is Offered and Accepted

- Partner process intensifies once the faculty search committee has decided on a candidate and is assembling an offer
- Dual Career Director re-opens contacts with informational contacts and hiring managers for posted positions of interest to explore partner fit and interest in employing partner
- Hiring unit selects partner and uses the same hiring process as for all other employees
### Frequently Asked Questions (1 of 2)

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
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</table>
| What kind of guarantee can I provide to a candidate or partner about the availability of a job? | • The full range of dual career services will be available to the partner until he or she finds a satisfactory position, including job search support within and/or outside of the university  
  – Within the university, we can explore both positions that are publicly posted as well as those that may be a fit for a partner but are not yet finalized  
  – *We cannot* guarantee that we are going to find a position for a partner at U of M so please do not use the term “placement” when discussing dual career services  
• Please do not make any promises beyond the availability of services  
• You may share annual statistics about partner success in securing positions |
| How do I manage the multiple communication streams going on in an active recruitment where a partner and dual career services are involved? | • You will probably only be aware of a partner issue once you make an offer to a candidate, but to increase our chances of success with partners, please encourage all potential recruits to contact dual career services or to respond to our contact  
• Keep Melissa Dorfman informed of relevant time lines, deadlines and key information you learn about the dual career situation  
• Ask for an update from Melissa if you don’t have the information you need  
• Always ask if you have questions about how the process works and share your feedback about how the process is working  
• Consider how flexible you are willing to be with timelines for recruits to respond to offers  
• Strategize about messages to dual career partners and faculty recruits with Melissa if necessary |
### Frequently Asked Questions (2 of 2)

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<tr>
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<td>Is it inherently more difficult to find positions for some partners than for others?</td>
<td>Yes, there are some types of cases that are more difficult than others:</td>
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<td>• Dual career academic couples, particularly where one partner is more accomplished than the other</td>
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<td>• Partner has very specific requirements and is not willing to be flexible</td>
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<td></td>
<td>• Partner is in a senior / highly paid position in private industry</td>
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<tr>
<td></td>
<td>• Partner works in an industry that is not significant in Michigan</td>
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<tr>
<td></td>
<td>• Partner is currently in private industry but would like to return to academia</td>
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<tr>
<td></td>
<td>• Partner is in a very specific field and there are very few local employers</td>
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<td></td>
<td>• Partner wants to use move to Ann Arbor to make a career transition or return to the work force, often without retooling skill sets or seeking additional education</td>
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<td></td>
<td>• Partner does not know what he or she wants to do</td>
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<td></td>
<td>• Partner is not a U.S. citizen or permanent resident</td>
</tr>
<tr>
<td>How do I handle the talk among recruits and current faculty members about dual career services?</td>
<td>• Communicate that every situation is different and therefore, the approach to identifying job opportunities varies based in individual partner skills, experiences and goals</td>
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<tr>
<td></td>
<td>• Assure partners and faculty members that we bring a consistent and wide ranging set of resources to bear when working with every partner</td>
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What Are Best Practices For Working Together on Dual Career Issues?

• Get the word out early that dual career help is available

• Communicate early and often to Director
  – Your help in identifying and reaching out to potential contacts is helpful, but communicating the content of these discussions to the Director is critical
  – Keeping the Director up to date about your search committee decisions and key time lines is critical to ensuring that we are coordinated in our efforts

• Do not promise anything to the faculty member or partner other than services

• Pass along any feedback or questions

• Be supportive of efforts to recruit the faculty member’s partner, including partner visits

• Identify an administrative professional in your department who can work with the Director on the details of partner visits (e.g., booking travel, developing itineraries, escorting partners)

• If you are hiring someone who will be a cross-departmental or cross-school hire, figure out who is on point and ensure all communications are coordinated