

Dual Careers at Virginia Tech



2004 Interview-Based Study of Dual Career Experiences at VT.

Outline

- Demographic characteristics of employed S&E doctorate holders
- Characteristics of VT Dual Career Study participants
- VT Climate for Dual Career Hires
- Recommendations

Employed S&E Doctorate Holders, by Gender (2001)

	Female	Male
Married	67.2%	83.2%
If married, spouse's employment status		
* Full time	84.4%	45.9%
* Part time	6.4%	20.5%
* Unemployed	9.2%	33.6%

Source: Women, Minorities and Persons with Disabilities in Science and Engineering: 2004. National Science Foundation.

Job Search Limited a "Great Deal" or "Somewhat" by Spouse's Career/Employment

	Female	Male
Engineering	62.1%	29.2%
CS/Math	51%	37.8%
Life Sciences	47.7%	34.3%
Physical Sciences	43.9%	30.2%
Social Sciences	41.9%	29.1%

Source: Women, Minorities and Persons with Disabilities in Science and Engineering: 2004. National Science Foundation.

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Participants in VT Dual Career Study

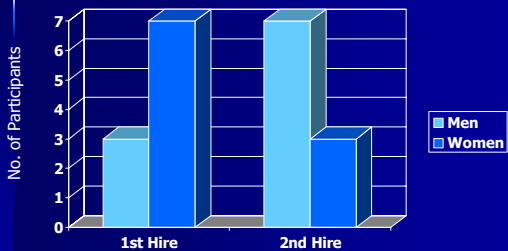
- 20 Interviews conducted
 - 10 men and 10 women
 - 8 couples
- Colleges Represented
 - Veterinary Medicine
 - Business
 - Engineering
 - Science

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Distribution of 1st Hires Interviewed, by Gender



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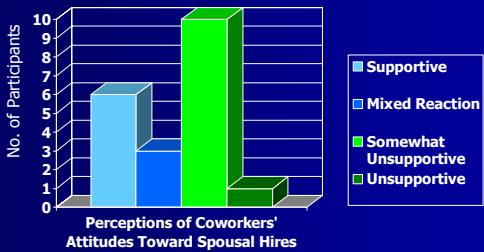
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Characteristics of Second Hires Interviewed

- Given the limited employment opportunities in this area, there is an increased expectation that VT will help find spouses employment.
- 10 second hires interviewed, 7 men and 3 women.
- 4 were in tenure track and 6 were in non tenure track positions.
- At least 3 of the second hires would have preferred non faculty positions at the university.

Climate for Dual Hires at VT



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Recommendations for Improving Dual Hiring at VT

1. Visibility
2. Oversight
3. Dual Hire Fund

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Recommendation #1: Visibility

- Increase awareness that VT is willing to work with dual career hires.
- Individual or office where potential hires can communicate their concerns confidentially.
- Educate hiring committees on how to raise and address spousal employment issues.

Recommendation # 2: Oversight

- An individual or group needs to have oversight over the dual hiring process and potentially final authority on related decisions.
- Oversight provided by someone or group with understanding of broader implications for VT.
- Those providing oversight should facilitate coordination between departments and colleges.

Recommendation #3: Dual Hire Fund

- A pool of money or extra faculty positions should be set aside to address spousal employment issues.
- Other institutions with successful track records supporting dual career hires have similar funds.
- Second hires may be more positively perceived by receiving department if their position is externally funded.
