



Dual Career - Spouse/Partner Hiring Accommodation

The needs of dual-career couples have become increasingly important in recruiting and retaining tenure-track faculty. The University of New Mexico is committed to responding to these needs within the context of the university's mission and goals, college strategic plans, and available resources.

Academic Affairs' spouse/partner hiring program is designed to assist qualified partners of newly hired tenured and tenure-track faculty in obtaining faculty appointments at UNM. Staff or administrative positions are not typically considered part of this program; however, allowances will be considered in exceptional cases. These particular funds are targeted for faculty recruitment rather than faculty retention; however, allowances will be considered on a case-by-case basis.

Program requirements:

Spouse/Partner hiring will be considered when departments have met the following requirements:

- demonstrated academic program needs;
- support for the hire as evidenced through the non-competitive hiring process;
- the dean of the college/school endorses the hire; and
- the provost approves the hire.

Academic Affairs will provide partial fiscal support for faculty salaries. Typically, a three-year funding plan is agreed upon with the primary hire's department, the partner/spouse's department, and Academic Affairs – each contributing 1/3 of the partner/spouse hire's salary. Start-up funds for the partner/spouse hire are to be negotiated through the usual processes.