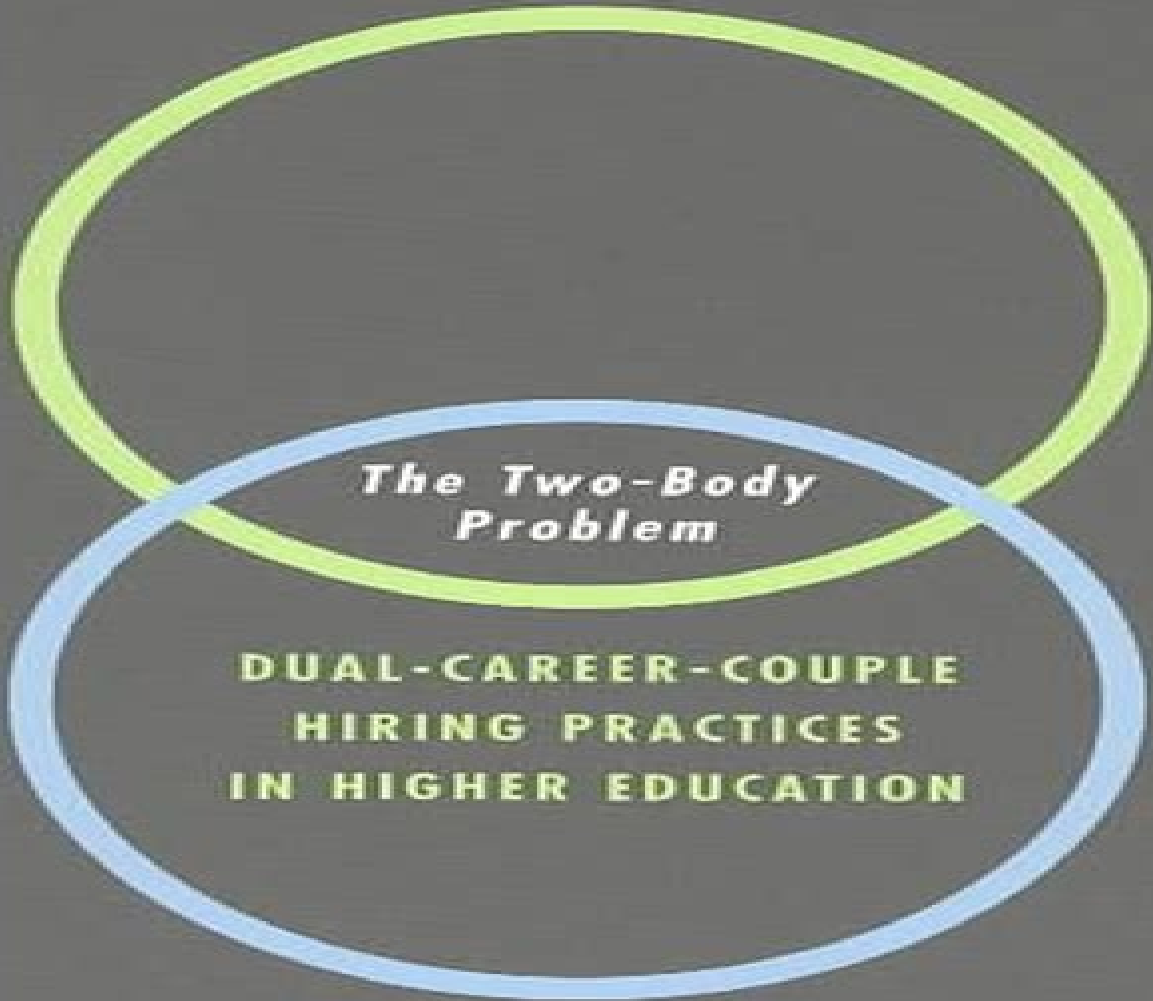




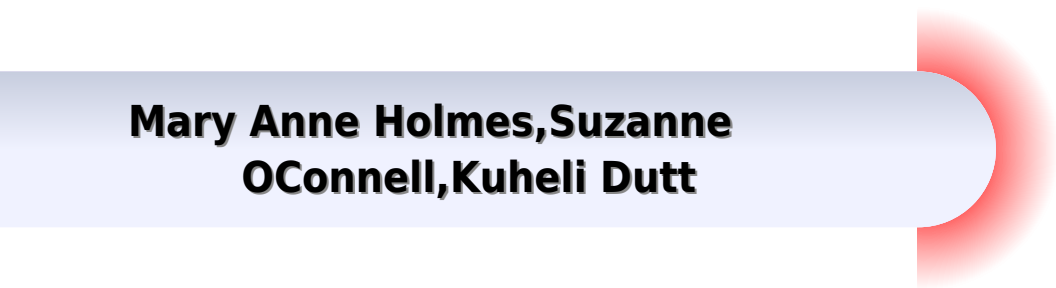
*The Two-Body
Problem*

**DUAL-CAREER-COUPLE
HIRING PRACTICES
IN HIGHER EDUCATION**

Lisa Wolf-Wendel • Susan B. Twombly • Suzanne Rice

The Two Body Problem Dual Career Couple Hiring Practices In Higher Education

**Mary Anne Holmes, Suzanne
OConnell, Kuheli Dutt**



The Two Body Problem Dual Career Couple Hiring Practices In Higher Education:

The Two-Body Problem Lisa Wolf-Wendel, Susan B. Twombly, Suzanne Rice, 2004-12-01 Approximately eight of every ten academics have spouses or partners who are working professionals and almost half of these partners are academics as well. In fact, dual career academic couples are so prevalent that the two body problem has become a common way of referring to the situation. Increasingly intense competition to hire the best faculty forces institutions to assist dual career couples in finding suitable employment for the accompanying spouse or partner. The authors of *The Two Body Problem* examine policies and practices used by colleges and universities to respond to the needs of dual career couples within the economic, legal, and demographic contexts of higher education. Using data from an extensive survey of public and private universities as well as in-depth case studies of institutions representing distinctive approaches to this problem, the authors find that the type of institution, its location, size, governance, mission, and resource availability is a critical factor in determining dual career employment options. *The Two Body Problem* describes various accommodation models in depth and provides valuable information for college and university administrators responsible for hiring faculty and supporting their performance. **The**

Two-Body Problem Lisa Wolf-Wendel, Susan B. Twombly, Suzanne Rice, 2004-01-05 Approximately eight of every ten academics have spouses or partners who are working professionals and almost half of these partners are academics as well. In fact, dual career academic couples are so prevalent that the two body problem has become a common way of referring to the situation. Increasingly intense competition to hire the best faculty forces institutions to assist dual career couples in finding suitable employment for the accompanying spouse or partner. The authors of *The Two Body Problem* examine policies and practices used by colleges and universities to respond to the needs of dual career couples within the economic, legal, and demographic contexts of higher education. Using data from an extensive survey of public and private universities as well as in-depth case studies of institutions representing distinctive approaches to this problem, the authors find that the type of institution, its location, size, governance, mission, and resource availability is a critical factor in determining dual career employment options. *The Two Body Problem* describes various accommodation models in depth and provides valuable information for college and university administrators responsible for hiring faculty and supporting their performance.

Lawrence Rodgers [Policy Documents and Reports](#) AAUP, 2025-04-22 The essential guide to the AAUP's recommended policies and best practices for higher education, now in its twelfth edition. For the past century, the American Association of University Professors (AAUP), long viewed as the authoritative voice of the academic profession, has developed gold standards for sound academic practice. The AAUP's *Policy Documents and Reports*, widely known as the Redbook, presents in a convenient format a wide range of policy documents, some formulated in cooperation with other educational organizations. The twelfth edition includes statements and reports on academic freedom, tenure and due process, academic governance, professional ethics, recruitment, and faculty appointment. Librarians and academic professionals online and distance education

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Beyond Bias and Barriers Institute of Medicine, National Academy of Engineering, National Academy of Sciences, Committee on Science, Engineering, and Public Policy, Committee on Maximizing the Potential of Women in Academic Science and Engineering, 2007-05-04 The United States economy relies on the productivity entrepreneurship and creativity of its people To maintain its scientific and engineering leadership amid increasing economic and educational globalization the United States must aggressively pursue the innovative capacity of all its people women and men However women face barriers to success in every field of science and engineering obstacles that deprive the country of an important source of talent Without a transformation of academic institutions to tackle such barriers the future vitality of the U S research base and economy are in jeopardy *Beyond Bias and Barriers* explains that eliminating gender bias in academia requires immediate overarching reform including decisive action by university administrators professional societies federal funding agencies and foundations government agencies and Congress If implemented and coordinated across public private and government sectors the recommended actions will help to improve workplace environments for all employees while strengthening the foundations of America s competitiveness

Women in the Geosciences Mary Anne Holmes, Suzanne OConnell, Kuheli Dutt, 2015-05-26 Read an interview with the author Working Toward Gender Parity in the Geosciences The geoscience workforce has a lower proportion of women compared to the general population of the United States and compared to many other STEM fields This volume explores issues pertaining to gender parity in the geosciences and sheds light on some of the best practices that increase participation by women and promote parity Volume highlights include Lessons learned from NSF ADVANCE Data on gender composition of faculty at top earth science institutions in the US Implicit bias and gender as a social structure Strategies for institutional change Dual career couples Family friendly policies Role of mentoring Career advancement for women Recruiting diverse faculty Models of institutional transformation Women

in the Geosciences is a valuable contribution to the existing literature on gender issues in STEM disciplines. It focuses specifically on the geosciences with a goal to spreading awareness on the best practices for gender parity in academic geoscience departments. Geoscientists, policymakers, educators, and administrators could all greatly benefit from the contents of this volume.

Going Diverse: Innovative Answers to Future Challenges Carmen Leicht-Scholten, Elke Breuer, Nathalie Tulodetzki, Andrea Wolfram, 2011-02-25. Organisations and institutions of higher education are more and more challenged by current economic, social, and political conditions to react competitively and innovatively on new requirements such as demographic change, globalisation, or skilled labour shortage. In addition, universities and companies alike have to compete for the most qualified staff. In order to produce more innovative solutions and to perform better, it is essential to integrate gender and diversity perspectives as important elements of organisational and human resources development. This anthology presents different theoretical and practical approaches, best practice examples, and important aspects of gender and diversity management in organisations.

Advancing Women in Academic STEM Fields through Dual Career Policies and Practices Marci R. McMahon, Ala R. Qubbaj, Marie T. Mora, 2018-06-01. Continuing to challenge American colleges and universities is the underrepresentation of women faculty in Science, Technology, Engineering, and Mathematics (STEM) fields, particularly Latinas and other underrepresented women of color. *Advancing Women in Academic STEM Fields through Dual Career Policies and Practices*, comprised of scholarly essays, case studies, and interviews, argues that to address equity issues related to women faculty, academic institutions should consider work-life perspectives, including dual careers, when designing faculty recruitment, retention, and advancement strategies. By connecting the topic of dual career hiring to gender and ethnicity, the volume extends the current research on work-life integration by sharing best practices and approaches that have worked among institutions of higher education while incorporating issues related to intersectionality.

Shaping Work-Life Culture in Higher Education Laura Koppes Bryan, Cheryl A. Wilson, 2014-07-11. *Shaping Work-Life Culture in Higher Education* provides strategies to implement beneficial work-life policies in colleges and universities. As compared to the corporate sector, higher education institutions have been slow to implement policies aimed at fostering diversity and a healthy work-life balance, which can result in lower morale, job satisfaction, and productivity, and causes poor recruitment and retention. Based on extensive research, this book argues that an effective organizational culture is one in which managers and supervisors recognize that professional and personal lives are not mutually exclusive. With concrete guidelines, recommendations, techniques, and additional resources throughout, this book outlines best practices for creating a beneficial work-life culture on campus and documents cases of supportive department chairs and administrators. A necessary guide for higher education leaders, this book will inform administrators about how they can foster positive work-life cultures in their departments and institutions.

Gender Differences at Critical Transitions in the Careers of Science, Engineering, and Mathematics Faculty National Research Council, Division of Behavioral and Social Sciences and Education, Committee on

National Statistics, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on Gender Differences in Careers of Science, Engineering, and Mathematics Faculty, 2010-07-18 Gender Differences at Critical Transitions in the Careers of Science Engineering and Mathematics Faculty presents new and surprising findings about career differences between female and male full time tenure track and tenured faculty in science engineering and mathematics at the nation's top research universities Much of this congressionally mandated book is based on two unique surveys of faculty and departments at major U S research universities in six fields biology chemistry civil engineering electrical engineering mathematics and physics A departmental survey collected information on departmental policies recent tenure and promotion cases and recent hires in almost 500 departments A faculty survey gathered information from a stratified random sample of about 1 800 faculty on demographic characteristics employment experiences the allocation of institutional resources such as laboratory space professional activities and scholarly productivity This book paints a timely picture of the status of female faculty at top universities clarifies whether male and female faculty have similar opportunities to advance and succeed in academia challenges some commonly held views and poses several questions still in need of answers This book will be of special interest to university administrators and faculty graduate students policy makers professional and academic societies federal funding agencies and others concerned with the vitality of the U S research base and economy

Women, Universities, and Change M. Sagaria, 2007-02-05 This volume analyzes how higher education responses to sociopolitical and economic influences affect gender equality at the nation state and university levels in the European Union and the United States

Biographies and Careers throughout Academic Life Jesús F

Galaz-Fontes, Akira Arimoto, Ulrich Teichler, John Brennan, 2016-06-01 The book draws on the 2007 Changing Academic Profession international survey in order to document the personal characteristics career trajectories sense of identity commitment and job satisfaction of academics in 14 countries with different levels of economic and social development and different higher education systems With nearly 26 000 academics surveyed in 19 countries of which 14 are reporting their results in this volume the empirical basis of the book is the most up to date and far reaching in the area With major changes taking place both in the local and global contexts of higher education and in the working conditions within individual universities as exemplified by increasing managerialism and performance based funding it is important to consider the impact of these changes on the profiles and working lives of the academic profession across different countries But it is also important to look at the ways in which the faculty's changing profile impacts on the organisation and management of universities and on the delivery of their central functions Although not always obvious in the short term academic work and its conditions attract incorporate and promote different types of individuals who in turn exert considerable influence on the nature of academic work higher education institutions and potentially society As faculty members are central to the teaching research and service enterprise activities of higher education it is important to understand their personal characteristics

career trajectories sense of identity and commitment and job satisfaction These are central for understanding the academic profession in general and in particular the factors affecting their involvement and productivity in the work of their institutions These are a complex result of a mixture of contextual factors e g the status and regulatory framework of the higher education system the features and atmosphere of the particular institution and personal factors e g gender educational attainment family background attitudes to work and broader social values This book examines the different situations facing the academic profession in individual countries and provides comparative studies of country differences

Gender Equity in Science and Engineering Diana Bilimoria,Xiangfen Liang,2012-02-06 Women faculty s participation in academic science and engineering is critical for future US global competitiveness yet their underrepresentation particularly in senior positions remains a widespread problem To overcome persistent institutional resistance and barriers to change the NSF ADVANCE institutional transformation initiative instituted in 2001 seeks to increase the workforce participation of women faculty in academic science and engineering through systematic institutional transformation This book assesses the equity diversity and inclusion outcomes of the changes underway at 19 universities It provides a comprehensive stand alone description of successful approaches to increase the recruitment advancement and retention of women faculty throughout the academic career pipeline The findings show that targeted institutional transformation at these 19 U S universities has resulted in significant increases in women faculty s workforce participation as well as improved gender equity and inclusion Analyses by discipline show that the greatest changes have occurred within engineering and natural science disciplines at these universities Yet the results also point to the overall continued underrepresentation of women faculty in academic science and engineering at the nation s research universities A framework of organizational change is derived to serve as a template to academic and other organizations seeking transformation to enhance gender equity diversity and inclusion *Creating a Tipping Point: Strategic Human Resources in Higher Education* Alvin

Evans,Edna Chun,2012-05-15 In a turbulent unstable era of severe financial pressures the development of strategic human resource HR practices has become an urgent mandate in higher education With significant and widespread institutional shifts resulting from globalization heightened competition and rapid innovation educational leaders must optimize their most significant resource human capital and align HR strategies structures and processes with organizational goals Due to substantial cuts in state appropriations and rapidly diminishing budgets public institutions of higher education in particular are struggling to realign resources and programs to fulfill their educational missions and maintain academic quality while simultaneously responding to complex external legislative and accreditation mandates In light of these challenges *Creating a Tipping Point Strategic Human Resources in Higher Education* breaks new ground by presenting a research based approach that supports the evolution of HR practices from siloed transactional models to strategic operations that serve the entire university This monograph provides a concrete progressive road map to developing organizational capabilities in support of

the university's academic mission and illustrates this pathway with examples drawn from public research universities. It offers strategies, tools, metrics, and action steps that support the development of an effective and efficient strategic HR operation in higher education. For institutions seeking to implement strategic HR, this book is a practical and invaluable resource.

Opportunities and Risks in AI for Business Development Bahaaeddin Alareeni, Islam Elgedawy, 2024-08-22. This book presents a groundbreaking exploration into the dynamic synergy between artificial intelligence and business development. Titled *AI Integration for Business Development: Navigating Opportunities, Unleashing Potential, Managing Risks*, it serves as an indispensable guide for leaders and visionaries aiming to harness the transformative power of AI. The book introduces a comprehensive journey that unveils the strategic integration of AI into business development strategies. This book shows how to navigate a myriad of opportunities, strategically unleash untapped potential, and adeptly manage risks in the ever-evolving landscape of artificial intelligence. Through meticulous insights, real-world examples, and actionable strategies, readers gain the knowledge to make informed decisions and drive competitive advantage. This book presents not only a roadmap for identifying lucrative opportunities but also a blueprint for unlocking the full potential of AI technologies. Whether you are a seasoned executive, entrepreneur, or decision maker, this book empowers you to proactively manage risks inherent in AI adoption, ensuring resilience and adaptability in your business model. Discover how to stay ahead in the rapidly changing business landscape, shaping the future of your business development initiatives. This book is your indispensable companion, offering profound insights into AI integration and empowering you to seize the transformative potential of AI. This book is your key to charting a course toward sustained success and innovation in the dynamic world of modern business.

Building Gender Equity in the Academy Sandra Laursen, Ann E. Austin, 2020-11-24. An evidence-based, action-oriented response to the persistent everyday inequity of academic workplaces. Despite decades of effort by federal science funders to increase the numbers of women holding advanced degrees and faculty jobs in science and engineering, they are persistently underrepresented in academic STEM disciplines, especially in positions of seniority, leadership, and prestige. Women filled 47% of all US jobs in 2015 but held only 24% of STEM jobs. Barriers to women are built into academic workplaces: biased selection and promotion systems, inadequate structures to support those with family and personal responsibilities, and old-boy networks that can exclude even very successful women from advancing into top leadership roles. But this situation can and must change. In *Building Gender Equity in the Academy*, Sandra Laursen and Ann E. Austin offer a concrete, data-driven approach to creating institutions that foster gender equity. Focusing on STEM fields where gender equity is most lacking, Laursen and Austin begin by outlining the need for a systemic approach to gender equity. Looking at the successful work being done by specific colleges and universities around the country, they analyze twelve strategies these institutions have used to create more inclusive working environments, including implementing inclusive recruitment and hiring practices, addressing biased evaluation methods, establishing equitable tenure and promotion processes, strengthening accountability structures,

particularly among senior leadership improving unwelcoming department climates and cultures supporting dual career couples offering flexible work arrangements that accommodate personal lives promoting faculty professional development and advancement Laursen and Austin also discuss how to bring these strategies together to create systemic change initiatives appropriate for specific institutional contexts Drawing on three illustrative case studies at Case Western Reserve University the University of Texas at El Paso and the University of Wisconsin Madison they explain how real institutions can strategically combine several equity driven approaches thereby leveraging their individual strengths to make change efforts comprehensive Grounded in scholarship but written for busy institutional leaders Building Gender Equity in the Academy is a handbook of actionable strategies for faculty and administrators working to improve the inclusion and visibility of women and others who are marginalized in the sciences and in academe more broadly

Do Babies Matter? Mary Ann Mason, Nicholas H. Wolfinger, Marc Goulden, 2013-06-13 The new generation of scholars differs in many ways from its predecessor of just a few decades ago Academia once consisted largely of men in traditional single earner families Today men and women fill the doctoral student ranks in nearly equal numbers and most will experience both the benefits and challenges of living in dual income households This generation also has new expectations and values notably the desire for flexibility and balance between careers and other life goals However changes to the structure and culture of academia have not kept pace with young scholars desires for work family balance Do Babies Matter is the first comprehensive examination of the relationship between family formation and the academic careers of men and women The book begins with graduate students and postdoctoral fellows moves on to early and mid career years and ends with retirement Individual chapters examine graduate school how recent PhD recipients get into the academic game the tenure process and life after tenure The authors explore the family sacrifices women often have to make to get ahead in academia and consider how gender and family interact to affect promotion to full professor salaries and retirement Concrete strategies are suggested for transforming the university into a family friendly environment at every career stage The book draws on over a decade of research using unprecedented data resources including the Survey of Doctorate Recipients a nationally representative panel survey of PhDs in America and multiple surveys of faculty and graduate students at the ten campus University of California system

Family-Friendly Policies and Practices in Academe Erin K. Anderson, Catherine Richards Solomon, 2015-04-16 This volume discusses why faculty and administrators of academe should care about implementing family friendly policies and practices as well as how they can advocate for policy changes In section one the book s focus is on empirical studies that demonstrate the need for innovative programs and policies for faculty at colleges and universities These pieces explore issues such as the value of work life programs for employee retention the need for a variety of family support policies including elder care and the influence of workplace culture on the use of existing policies Section two includes case studies of the process of formulating family friendly policies and their adoption at a variety of universities The subjects of these

chapters include use of the Family and Medical Leave Act the enactment of a parental leave policy the development of a unique life cycle professorship program and strategies used to implement new policies The case study chapters provide descriptions of the identification of faculty and staff needs and the process of policy development as well as advice to faculty and administrators who seek to develop similar policies at their institutions Academic Labor Beyond the College Classroom Holly Hassel,Kirsti Cole,2019-12-06 Academic Labor beyond the College Classroom initiates a scholarly and professional conversation calling upon faculty to participate in reimagine and transform their institutional and professional work to look beyond just teaching and research Chapters in this contributed volume offer case studies strategies and exemplars of how faculty can re engage in institutional service mentoring governance and administrative duties to advance equity efforts at all levels of the university calling for what Dr Nancy Chick names in the Foreword as a scholarship of influence This book draws from a diverse range of methodologies and disciplines issuing an invitation to faculty across the divide of their specific college school or corner of the university into cross conversations and partnerships for positive change

Job Stress and the Librarian Carol Smallwood,Linda Burkey Wade,2013-08-03 Practicing academic public school and special librarians and LIS faculty in the United States offer practical how to essays on managing stress as working librarians Creative methods of diffusing stress are emphasized adaptive to various types of libraries and job descriptions The book is divided into several parts Defusing and Reducing Conflict at Work Stress Management Library Programs for Patrons and Staff Balancing the Professional and the Personal Juggling Responsibilities Easing Stress on a Budget Overcoming Challenges and Navigating Career Transitions Facing budget and staff cuts increasingly diverse patrons and rapidly changing technology librarians have stressful jobs and this collection helps meet a concrete need The Contradictions of the Legacy of Brown V. Board of Education, Topeka (1954) Dianne Smith,Sandra Winn Tutwiler,2014-05-22 On May 17 1954 the Supreme Court ruled that separate school facilities were inherently unequal and thus unconstitutional and illegal Today 50 years after this landmark decision much debate surrounds the efficacy of the ruling particularly for its impact on the education of children of color in U S schools In reality Brown v Board of Education of Topeka Kansas was never solely about education neither did the case include only plaintiffs from Topeka Both points are important to note as we reflect on the legacy of Brown a half century after the ruling This journal offers articles an interview book reviews and a media review around this area

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Table of Contents The Two Body Problem Dual Career Couple Hiring Practices In Higher Education

1. Understanding the eBook The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - The Rise of Digital Reading The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Advantages of eBooks Over Traditional Books
2. Identifying The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Personalized Recommendations
 - The Two Body Problem Dual Career Couple Hiring Practices In Higher Education User Reviews and Ratings
 - The Two Body Problem Dual Career Couple Hiring Practices In Higher Education and Bestseller Lists
5. Accessing The Two Body Problem Dual Career Couple Hiring Practices In Higher Education Free and Paid eBooks
 - The Two Body Problem Dual Career Couple Hiring Practices In Higher Education Public Domain eBooks

- The Two Body Problem Dual Career Couple Hiring Practices In Higher Education eBook Subscription Services
- The Two Body Problem Dual Career Couple Hiring Practices In Higher Education Budget-Friendly Options
- 6. Navigating The Two Body Problem Dual Career Couple Hiring Practices In Higher Education eBook Formats
 - ePub, PDF, MOBI, and More
 - The Two Body Problem Dual Career Couple Hiring Practices In Higher Education Compatibility with Devices
 - The Two Body Problem Dual Career Couple Hiring Practices In Higher Education Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Highlighting and Note-Taking The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Interactive Elements The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
- 8. Staying Engaged with The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
- 9. Balancing eBooks and Physical Books The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Setting Reading Goals The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Two Body Problem Dual Career Couple Hiring Practices In Higher Education
 - Fact-Checking eBook Content of The Two Body Problem Dual Career Couple Hiring Practices In Higher Education

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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