

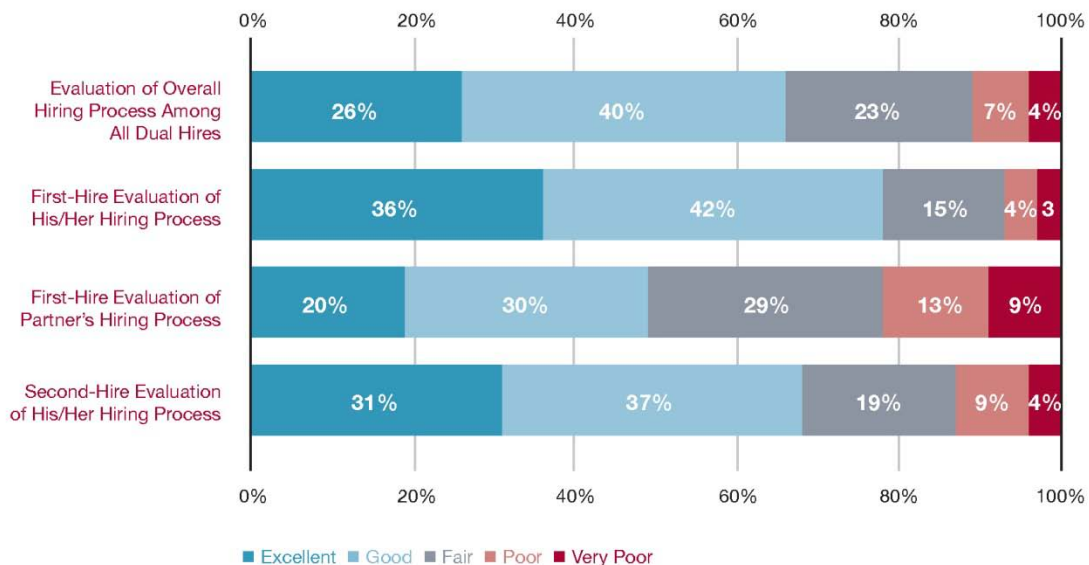
Evaluating the Dual-Hiring Process

As a final step, we looked at how academic couples evaluate their hiring processes. Ours is necessarily a crude measure given that practices differ greatly across institutions. We encourage universities to develop effective methods for evaluating their own policies and practices.

Satisfaction Among Academics with Two Positions in Academia

Dual-hire respondents in our survey were relatively satisfied with their hiring process because they are academics who achieved the “holy grail” of two positions (frequently tenure and tenure-track) at the same or neighboring institution(s) (Figure 29). As might be expected, the majority of respondents in this category (66%) rate the dual-hire process at their university “good” or “excellent.” The first hire typically goes more smoothly than the second. First hires (both men and women) found the process of their own hires good or excellent (78%) but were not as happy with the hiring process for their partners. Second-hire respondents, by contrast, were, for the most part, satisfied with their hiring process, although it is important to keep in mind that second hires in our sample are full-time faculty members. First hires who found their partners’ hiring process unsatisfactory may be reporting on partners who did not achieve full-time faculty status.

FIGURE 29: EVALUATING THE DUAL-HIRING PROCESS



Percentages do not add to 100 due to rounding.

Reasons for Dissatisfaction



Some Dissatisfaction with the Dual-Hire Process

If we zoom in on the 381 dual hires who were dissatisfied with their hiring process—that is, dual hires who rated at least one aspect of the hire “fair,” “poor,” or “very poor”— we find a few top reasons:

- 44 percent of them were dissatisfied with the second hire’s offer
- 32 percent were dissatisfied with the way their department chair handled the situation. The university upper administration was also cited as not lending sufficient support to the process (26%)
- 27 percent thought that they did not receive what was promised during negotiations.



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