

# Jennifer and Rick

## DUAL HIRE WITH SEQUENTIAL FIRST AND SECOND HIRES



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Like many academic couples, Rick Banks and Jennifer Eberhardt fell in love in graduate school. After earning their degrees from Harvard (Rick in law and Jennifer in psychology), Jennifer entered the academic job market while Rick pursued work as a lawyer. Although not yet an “academic couple,” they nevertheless experienced dual-career constraints. Their commitment to supporting both careers—while maintaining a single household—would be tested over the next decade when new job opportunities brought cross-country moves.

Jennifer and Rick started their careers in the San Francisco Bay Area. Jennifer earned her degree a year before Rick. After a postdoctoral appointment at the University of Massachusetts, Amherst, during Rick’s third and final year of law school, Jennifer moved to a two-year postdoctoral position at Stanford, while Rick began practicing law in San Francisco. It was only a matter of time before the job market would spur another move. One year into her postdoc, Jennifer landed a faculty position in psychology and African and African American Studies at Yale University. Rick soon joined her in New Haven, where he “made a habit of commuting to other states” for work. While still living in New Haven, he completed a fellowship at Harvard, and then clerked for a federal judge in New York.

In 1998, Rick entered the law professor job market and was offered a position as an assistant professor at Stanford Law School. Rick had other offers, but when Stanford offered his wife a faculty position as well, they decided to head west. At the time, the first of their three sons was an infant, and a cross-country commute was out of the question. Stanford offered Jennifer a four-year, non-tenure-track position as assistant professor in the psychology department.

Over time, their decision to join the Stanford faculty proved to be the right one. Rick received tenure in 2004. Jennifer, whose research ranges from social neuroscience to racial stereotyping and crime, recently earned tenure as well. “Working at the same institution is critical,” says Banks, “or more precisely, being able to live in the same place is critical.”