

School of Plant and Environmental Sciences

Spousal or Partner Accommodation Policy

7/28/2020

Spousal and partner accommodations can be a valuable recruiting and retention tool. In most cases, the first three years of an accommodation is covered 1/3 by the Provost, 1/3 by the primary hiring unit (e.g department, school or institute) and 1/3 by the spousal or secondary hiring unit. These accommodations are generally in effect for three years after which the two hiring units are usually responsible for picking up the salary and benefits cost if the accommodation is extended. In some cases, accommodations may be made by pairing a faculty member with a hiring need and available funds to covers the 1/3 cost of salary and benefits. In this case, little to no financial cost is incurred by the secondary hiring unit. Where this does not occur, the secondary hiring unit is required to cover the salary and benefits if the accommodation is granted. When the secondary unit is required to cover the salary and benefits, a substantial loss of funds (from unit E&G, foundation, OMALS, field trials, or overhead) available for other unit operations or priorities occurs. In order to promote transparency in SPES and to ensure that funds used by SPES to make a hiring accommodation are appropriate and have an appropriate positive impact on SPES, all hiring accommodations (e.g. spousal or partner recruiting or retention hiring) using SPES funds (SPES E&G, field trials, OMALS, foundations, etc.) in total or part to provide the matching salary and benefits must be approved by the Director and a majority of the SPES Executive Committee. Likewise, extending a hiring accommodation must be approved by the Director and a majority of the Executive Committee. Where an individual SPES faculty member provides for the unit match out of their own program funds, approval of a majority of the Executive Committee is not required.