Guidelines for the Strategic Opportunity Program

The Office of the Provost’s Strategic Hiring Opportunity Program is designed to diversify the University of Cincinnati faculty in ways that increase representation from diverse intellectual traditions, educational institutions, life experiences and backgrounds, including but not limited to gender, race, ethnicity and culture.

The Office of the Provost will provide partial support for faculty salaries, typically on a matching basis from the home department or college for two years. Strategic Hiring Opportunity awards will be made when departments have met the following requirements:

- Demonstrated academic program needs.
- Support for the hire from the department or school as evidenced by an affirmative majority vote from the faculty (or group that votes) for the new hire at the specified rank.
- Endorsement by the dean of the college.

The intent of this program is to provide bridge funding to support strategic hires that will be fully funded by the candidates’ respective colleges, schools or departments within two to three years. The Office of the Provost will seek equity (rather than equality) in the distribution of this funding support across the university. An annual allocation for the Strategic Opportunity Program is committed by the Office of the Provost, and distributed on a percentage basis to each receiving college. The amount of the exact financial allocation from the Office of the Provost will be confirmed at the end of the fiscal year, after all commitments have been made.
Guidelines for Dual Career Assistance Program

Introductory Remarks

The Office of the Provost’s Dual Career Assistance Program is designed to assist partners of newly hired tenured and tenure-eligible faculty obtain faculty appointments at the University of Cincinnati.

The Office of the Provost will provide partial support for faculty salaries, typically for two years on a matching basis from the home department or college. Dual Career awards will be made when departments have met the following requirements:

- Demonstrated academic program needs.
- Support for the hire from the department or school as evidenced by an affirmative majority vote from the faculty (or group that votes) for the new hire at specified rank.
- Endorsement by the dean of the college and the provost.

The intent of this program is to provide bridge funding to support dual career hires that will be fully funded by the candidates’ respective colleges, schools or departments within two years. The Office of the Provost will seek equity (rather than equality) in the distribution of this funding support across the university. These particular funds are expressly targeted for faculty recruitment, rather than faculty retention. An annual allocation for the Dual Career Assistance Fund is committed by the Office of the Provost, and distributed on a percentage basis to each receiving college. The amount of the exact financial allocation from the Office of the Provost will be confirmed at the end of the fiscal year, after all commitments have been made.

Identified faculty finalists seeking employment opportunities for a partner are encouraged to discuss the Dual Career Assistance Program with the hiring unit early in the process.

Board Rule Impact

The purpose of our Dual Career Assistance Program is to enhance recruitment of new faculty. UC provides assistance to accommodate the employment needs of partners of faculty members at the pre-hire stage (when a faculty member and department are negotiating an initial appointment). After the faculty member has been hired different procedures apply (and are handled on a case-by-case basis). Some faculty and department heads might not be fully aware of these opportunities or how best to access them appropriately, or even the appropriate process to follow in these cases. In particular, the occurrence or even the perception of nepotism must be avoided (Board Rule 30-21-15). This document provides a brief overview of the spousal-hiring landscape.
Category 1: Pre-Hire

This is often the most straightforward means to explore and secure employment at UC for a spouse or partner of a potential faculty hire. UC’s Dual Career Assistance Program (https://www.uc.edu/provost/initiatives/dual-career.html) was created to help recruit faculty by accommodating the employment needs of spouses or partners (hereafter referred to as “partners”) who seek academic positions. The Office of the Provost supports this program to provide partial financial support of partners for two years. This is meant to be a bridging solution until the receiving unit can fully fund the new position. Please note that non-academic positions such as staff or administrative are typically not considered part of this program.

Note that in this process, Board Rule 30-21-15 on Nepotism (see Appendix) typically does not apply since the applicant is not yet formally employed at UC.

Process:

1) During the hiring process, the applicant notifies his or her potential unit head that a partner is also interested in employment at UC. This typically happens after the initial letter of offer has been received by the potential new hire.
   - Because timing is of the essence during the hiring process, it is critical that this situation be revealed as soon as possible so that the unit can notify the college dean to begin the process. If an academic position is desired, the Associate Provost in charge of the Dual Career Assistance Program must also be notified.
   - The potential new hire should be asked about the desired position of the partner (tenure-track position, visiting assistant professor, educator line etc.).

2) The unit head secures a resume or curriculum vitae and any other materials conveying the interests and accomplishments of the partner, and notifies the college dean or associate dean of the desire to secure a position for this person. The dean or associate dean will be responsible for notifying units within the college, or other colleges who might potentially receive the partner.

3) Depending upon the position sought, the partner may be invited by any potential hiring units to interview for available positions commensurate with their experience. As noted above, the potential hire must fulfill a demonstrated need of the receiving unit.
   - A position is not guaranteed and will likely depend on the existing needs and budget of the college.
   - Although it may vary greatly from unit to unit, positions could include a tenure-track faculty line, visiting assistant professor, educator line etc.

4) Negotiations are typically carried out with both applicants separately, although it is generally understood that acceptance of one position may be contingent on the availability of a suitable position for the partner. Any offer of employment is made directly to the partner.
Category 2: Current Faculty

If a faculty member currently employed by the University of Cincinnati has a spouse or partner who later seeks employment at the university, different Board Rules apply.

*In this scenario, the Board Rule 30-21-15 on Nepotism DOES apply since one of the partners is now formally employed at UC. Therefore, a specific set of requirements and processes MUST be followed:*

1) The currently employed faculty member notifies his/her unit head that a partner situation exists. The head then notifies the dean, who then is typically responsible for handling the negotiations.

2) From this point forward, **the faculty member must NOT be involved in negotiations for a spouse or partner position in ANY way. Any inquiry into the process, including contacting anyone involved (such as the home or receiving units or the college), may be considered a violation of Board Rule 30-21-15.**

3) It is the responsibility of the college dean or his/her designee to contact the partner to discuss the desired position (tenure-track position, visiting assistant professor, educator etc.) and level of experience. The dean will secure a resume or curriculum vitae and any other materials conveying the interests and accomplishments of the partner.

4) The dean will notify units within the college, or other colleges or units who might potentially receive the partner of the interest of the partner.

5) The partner may then be invited by any potential hiring units to interview for a position. If an academic position is sought, the potential hire must fulfill a *demonstrated need* of the receiving unit.

   - A position is not guaranteed and will likely depend on the existing needs and budget of the receiving college.

6) Negotiation is carried out directly with the partner.

Any offer of employment is made directly to the partner.

*Note: according to the Board Rule, the definition of “relative” includes a “Spouse” but this definition does not include a “Partner” at this time. This rule is currently being amended to include “Partner.”*
Appendix – UC Board Rule 30-21-05 Regarding Nepotism

3361:30-21-05 Employment: nepotism.

1. (A) The university shall not appoint or employ persons to serve in any position or capacity in which they would directly supervise or be in a position to initiate, approve or participate in institutional decisions involving direct benefit to a relative.

2. (B) No university employee or official shall directly supervise or initiate or participate in institutional decisions involving direct benefit to a relative or a spouse, including, without limitation:
   1. (1) Recommending or nominating a relative for employment;
   2. (2) Approving a relative’s employment;
   3. (3) Securing or using one’s influence to secure raises, promotions, favorable performance evaluations, overtime pay or assignments or other things of value related to employment.

3. (C) For purposes of the rule “relative” means:
   1. (1) The following relations of an employee, regardless of where they live:
      1. (a) Spouse;
      2. (b) Children and step-children;
      3. (c) Parents and step-parents;
      4. (d) Siblings;
      5. (e) Grandchildren;
      6. (f) Grandparents.
   2. (2) Any other individual related to an employee by blood or marriage that lives in the same household with the employee.

4. (D) This rule does not prohibit university employees or officials from participating in decisions that involve indirect benefits to relatives to the extent that such participation is permissible under Ohio ethics laws (Chapter 102. of the Revised Code, section 2921.42 of the Revised Code and section 2921.43 of the Revised Code) and other applicable laws.