

ARTICLE 28
SPOUSAL/SAME SEX DOMESTIC PARTNER HIRES

Section 1. Consideration of spousal/same sex domestic partner hiring issues should occur only at the initiative of the candidate for recruitment or retention and with the approval of the Provost, and notice to the President of the Akron-AAUP, or designee. In order for a candidate's same sex domestic partner to be considered, the candidate must complete an Affirmation of Same Sex Domestic Partnership, a copy of which is appended to this Agreement.

Section 2. The policy will apply only to persons recruited through a national search process. The level of opportunity provided will be based on institutional priorities and need.

Section 3. Levels of opportunity

- A. A second (2nd) tenure track position can be created.
- B. A three (3) year term appointment can be created. At the conclusion of the three (3) year term appointment, a tenure track position can be created and a national search can be launched. The spouse/same sex domestic partner would have to be the successful candidate to continue.
- C. An instructor position can be created.
- D. If the spouse/same sex domestic partner is in the same discipline as the potential hire, a shared position can be created.
- E. A college lecturer position can be created.
- F. The University will provide assistance in networking and locating employment opportunities within a fifty (50) mile radius.

Section 4. Considerations of merit and affirmative action

- A. Under no circumstance should a spousal/same sex domestic partner appointment jeopardize current or prospective affirmative action searches/lines intended for the goal of increasing diversity.
- B. In the event that a candidate initiates consideration of the appointment of a spouse/same sex domestic partner and such consideration includes the creation of a new position, the receiving academic unit bargaining unit faculty members shall make recommendations to the dean and the Provost concerning the following:

1. Merits of the spousal/same sex domestic partner candidate in relation to others of comparable rank in the academic unit;
2. The consequences of such an appointment for immediate departmental needs and long-term planning;
3. Explicit assessment of the affirmative action consequences of such appointments;

Section 5. Receiving Department

The department "receiving" the spouse/same sex domestic partner must desire and need an additional faculty member. A spouse/same sex domestic partner will not be offered an opportunity outside of the potential hire department without the consent of the receiving department.

Section 6. Hiring Procedures

If the accommodation includes the creation of a new instructor or tenure track position, the procedure for hiring the person to fill that position must conform to all provisions of Article 11 (Initial Appointment), with the exception of Section 1 B and C (which refer to the creation of a search committee and its rules). In particular, the bargaining unit faculty of the academic unit in which the new position is created must interview the candidate and vote by secret ballot to recommend his or her appointment.