

ARTICLE 28
SPOUSAL HIRES

¹ This does not require any given college to provide offerings during every summer session.

Section 1. Consideration of spousal hiring issues should occur only at the initiative of the candidate for recruitment or retention and with the approval of the Senior Vice President and Provost, and notice to the President of the Akron-AAUP, or designee.

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 tenure track position can be created.
- B. A 3 year term appointment can be created. At the conclusion of the 3 year term appointment, a tenure track position can be created and a national search can be launched. The spouse would have to be the successful candidate to continue.
- C. An instructor position can be created.
- D. If the spouse 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 50 mile radius.

Section 4. Considerations of merit and affirmative action.

- A. Under no circumstance should spousal 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 and such consideration includes the creation of a new position, the receiving academic unit bargaining unit faculty member shall make recommendations to the dean and the Provost concerning the following:
 - 1. Merits of the spousal 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 must desire and need an additional faculty member. A spouse 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 Sections 1 B and C (which sections 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.