

---

# 2015 Dual Career Survey Report

---

Telework Viability & Other  
Solutions

---

UVa CHARGE

---



U.Va. CHARGE

an NSF ADVANCE Program

Discovery. Innovation. Diversity

# Executive Summary: Dual Career Survey Report

---

In September 2015, the UVa CHARGE Program fielded a survey on dual career experiences to all faculty at the university. The survey was part of a data collection effort to support a grant application to the Jefferson Trust to create a telework community in the Research Park WorkSpaces 2.0 facility to expand the career opportunities for spouses/partners of dual career candidates and faculty.<sup>1</sup> Accommodating dual-career candidates and faculty now represents a significant hiring and retention challenge at UVa as candidates and current faculty are lost because spouses/partners cannot pursue careers in the area. The goal of the survey was to assess the need for a telework facility among the current dual career faculty, and to gain understanding into their experiences as dual career couples at UVa.

## Findings

The survey was open to all faculty from September 1, 2015 through September 29, 2015. During that time, 586 faculty responded, representing 25% of the faculty (N=2349, Office of Institutional Assessment for 2015). Although this is not a representative sample, the high response rate and comments thanking us for addressing the issue highlights the importance of this issue for the faculty.

- 56% of respondents (N=586) were women representing 40% of the university women faculty (N=828, Office of Institutional Assessment). 44% of the respondents were men representing 17% of the male faculty (N=1521, Office of Institutional Assessment)
- 42% of respondents were from the College and 40% from the Medical school representing 37% of the faculty in the College and 22% of the faculty in the Medical School (Office of Institutional Assessment)
- 62% of respondents were over 41 years of age, however the majority of dual career couples were either between the ages of 31 and 40, or over 50.

## Dual Career Situations

- 86% of respondents reported they were currently in a dual career situation and another 14% reported they previously had been in a dual career situation. Another 4% of faculty live apart from their spouse/partner to allow their spouse/partner to continue their career.
- The three most common employers of dual career spouses/partners are:
  - UVa (33%, n=313). These dual career couples reported commuting less than 30 minutes (90%, n=103).
  - Private companies (27%, n=313) and 67% (n=84) of these spouses/partners commute less than 30 minutes while 18% commute more than 60 minutes or greater than 50 miles.
  - Other universities (13%, n=313) and 73% (n=41) of these respondents reported their spouse commutes more than 60 minutes and greater than 50 miles

---

<sup>1</sup> Dual career couples are those in which both have established or are developing careers and at least one, often both, spouses/partners are academics.

- 8% of respondents reported their spouse/partner already teleworks and the majority of these spouse/partners work for private companies.

## Dual Career Experiences

- Overall, respondents described a university culture and policies that were antiquated and did not meet the needs of contemporary professional couples or families. Respondents described the current support given by UVa to dual career couples as:
  - “Humiliating”, “seat of your pants approach”, and “chauvinistic”
- Faculty respondents described their dual career experiences as humiliating in the following ways:
  - Spouses/partners were treated as second class citizens and a liability, especially if hired as NTT or staff
  - Faculty search committee members assumed candidate’s wives did not have a career, which was part of a pervasive environment of chauvinism that normalized stay-at-home wives and traditional family roles
  - Many spouses/partners sacrificed their career to avoid living apart and because they could not find a professional position in the area
  - Spouses/partners with jobs tend to be under-employed, have taken a large pay cut to move here, or can only find temporary or short-term work, sometimes for over 20 years
  - Research and lecturer positions do not have any job security; respondents described spouses/partners losing jobs when they (faculty) went on sabbatical
  - Faculty living apart report that they are penalized during P&T processes because they commute on the weekends and cannot participate in departmental social activities
  - Respondents noted that spouses/partners must work because of the low pay for faculty and high cost of living in Charlottesville; some noted that the spouse/partner must work outside of Charlottesville to receive a decent salary
- As a result of these experiences and continued lack of support, the following groups of faculty are looking for positions elsewhere: faculty living apart from their spouse; faculty whose spouse/partner is under-employed or constantly on the job market, or faculty whose spouse/partner sacrificed their career
- Lack of childcare that accommodated physician and professor schedules, and minimal/inflexible dependent care leave are also reasons for leaving UVa
- The few respondents with positive dual career experiences at UVa reported their experience was the reason they accepted the offer and the reason they remain at UVa. Positive dual career experiences included:
  - Support and a coordinated/transparent effort by the department and others; spouse was treated like a professional; position was at the spouse/partner’s career level/not under-employed; child care that accommodates physician schedules (nights and weekends).

## Needs of Dual Career Couples

- The top three services respondents would like to see for dual career couples:
  - A formal/transparent process for academic and non-academic dual career hires (53%, n=350)
  - Dedicated positions at UVa for dual career spouses/partners (45%, n=350); such as NTT or staff positions according to qualitative data

- A central/consolidated dual career office that supports hiring academic and non-academic spouses/partners (41%, n=350)
- A central dual career office should provide the following services:
  - Work with all spouses/partners, academic and non-academic
  - Career counseling and matching spouses/partners to positions inside and outside UVa, including K-12 teaching
  - A database of spouse/partner resumes; organize car/van pools to DC, Richmond, and apartment shares in DC
  - Have established networks with other universities, business, government, other dual career couples, local schools
  - Coordinate and communicate across UVa schools
- When describing a formal/transparent process, respondents most often described a policy change:
  - Create spousal preferred hiring status and job sharing
  - Create dedicated lecturer/researcher positions that have benefits like other faculty and are not “treated like second class citizens”
  - Create a set of policies that makes it easier to transfer from NTT to TTT; remove the restrictions on requiring a PhD to reach
- Faculty with commuting and under-employed spouse/partners suggested their dual career situation would be improved with better transportation options:
  - Early morning rail/bus service from Charlottesville to DC, Richmond and Baltimore and late night return service from those cities to Charlottesville
  - Extend the VRE from Manassas to Charlottesville and have the university invest in car/van pool options for spouses/partners
- Respondents frequently named lack of flexible childcare as a challenge and a need:
  - Physicians need childcare on nights and weekends, especially if both spouses/partners are clinicians
  - Professors need childcare during travel and after hours, especially to work in labs, and if the other spouse/partner is commuting long distances
  - All of these respondents also recommended that UVa synch its calendar with the state and local school calendars for holidays/snow days or provide childcare to all staff and faculty on those days when schools are closed but UVa is open.

## Viability of Telework Center

Based on the survey data, there is a small population of current faculty spouse/partners who could take advantage of a telework facility, in addition to incoming faculty.

- 25% of respondents reported their spouse/partner would use the telework center between 10 and 35 hours a week
- 63 respondents reported their spouse/partner needed a telework opportunity and another 119 respondents reported they would like their spouse/partner to have the ability to continue their career with their current employer while living in Charlottesville and not commuting or living apart
- Respondents also suggested that Emeritus professors might be interested in space at the telework center due to space shortages in departments

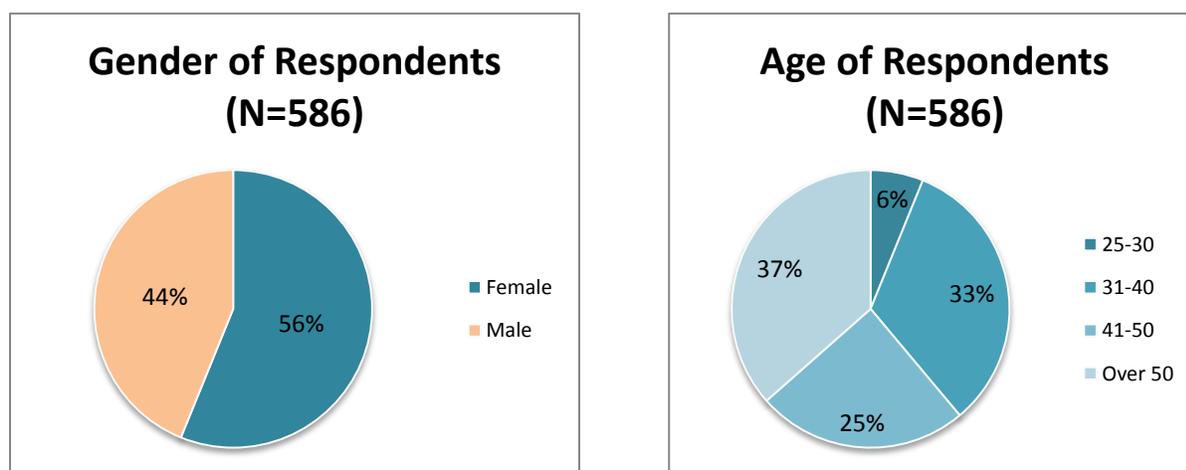
# Dual Career Survey Report

In the fall of 2014, the UVa CHARGE Program hosted a Tournament of Ideas to generate solutions to the growing issue of dual career candidates declining offers from STEM (and other) departments. Two of the finalists proposed creating a telework community to support the career agency of spouses/partners by allowing them to continue in their current job/profession after relocating to Charlottesville.<sup>2</sup> In spring 2015, university administration suggested that CHARGE submit a grant proposal to the Jefferson Trust to pilot a telework community based on the Tournament proposals. CHARGE submitted such a proposal in Fall 2015. As part of the application process, CHARGE decided to survey the current faculty about their spouse/partner's ability to telework and their dual career experiences, including a brief needs assessment.

## Demographics

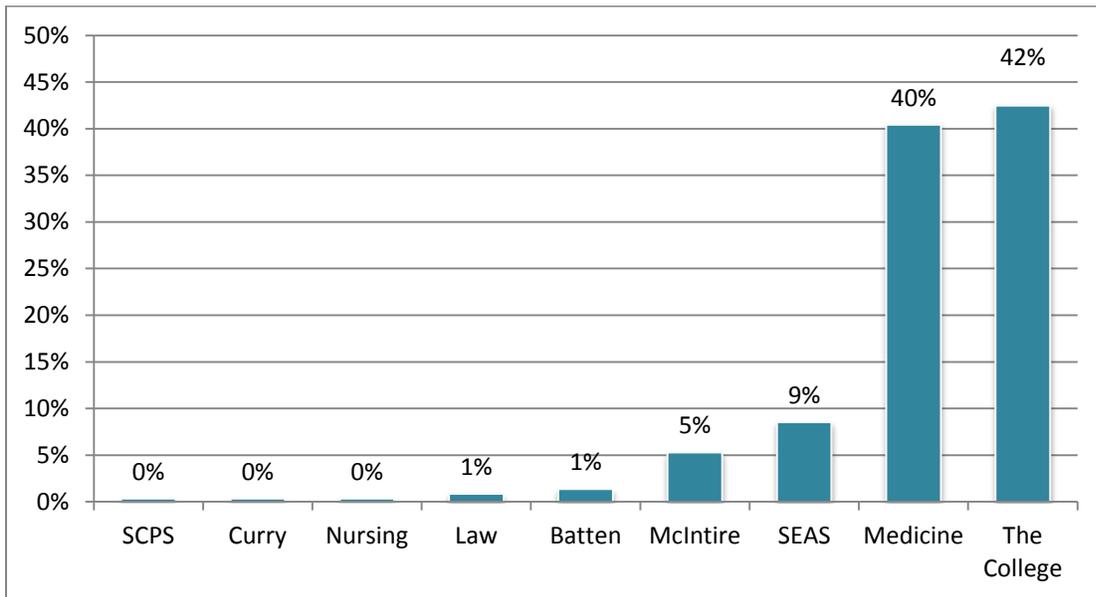
CHARGE fielded the survey to all faculty between September 1 and September 29. During this time, 586 faculty responded to the survey representing 25% of the faculty (N=2349, Office of Institutional Assessment for 2015). Of these respondents, 56% were women representing 40% of the total women faculty at the university (N=828, Office of Institutional Assessment for 2015) and 44% were men representing 17% of the total male faculty at the university (N=1521, Office of Institutional Assessment 2015; Figure 1). The College and Medical school had the most respondents of any schools (42% and 40% respectively) and represented 37% of the faculty in the College and 22% of the faculty in the Medical School (Office of Institutional Assessment 2015; see Figure 2). In terms of age, 62% of respondents were over 41 years of age, however the majority of dual career couples were either between the ages of 31 and 40, or over 50 (See Figure 1). The gender distribution of respondents across the schools was similar except for Nursing and the School of Continuing and Professional Studies which had all female respondents.

Figure 1: Gender and Age Distribution of Respondents (N= 586)



<sup>2</sup> Career agency refers to the ability of the individual to maintain their own career trajectory and professional development when a spouse/partner accepts another position requiring relocation.

Figure 2: Distribution of Respondents by School (N=586)



## Dual Career Situations

In order to assess the needs of current dual career faculty and determine the feasibility of a telework center, the survey asked respondents about their current or past dual career situations, the types of organizations employing their spouses/partners, and about their spouse/partner's commuting situation.<sup>3</sup>

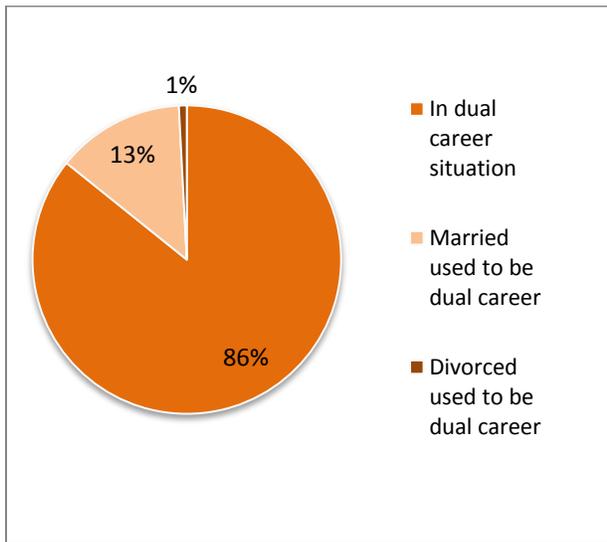
Respondents who had never been in a dual career situation (17% N=586) were taken to the end of the survey. Of the remaining respondents (n=485), 86% were currently in a dual career situation while 14% used to be in a dual career situation (Figure 3). Respondents within the group that used to be in a dual career situation were either divorced or their spouse/partner had given up their career, and 6% of these respondents were men aged over 50 (Figure 4). More women than men reported they were currently in a dual career situation (51%, Figure 4) and between the ages of 31 and 50 while the majority of men currently in a dual career situation were either aged 31 to 40 and over 50 (Figure 4).

The top three employers of faculty spouse/partners were UVa (33%, n=313), private companies (27%), and other universities, including universities in other states (13%) (Figure 5). The federal government, which has a robust telework policy, only represented 3% of the respondents.

**Future consideration:** The federal government may represent an under-utilized employment partner for spouse/partners. However, establishing a telework community may require outreach to federal agencies and spouse/partners to make them aware of the opportunity as employer and potential employee.

<sup>3</sup> Choices on the survey included: Currently in a dual career situation, Married used to be in a dual career situation, Divorced used to be in a dual career situation, and Never been in a dual career situation.

**Figure 3: Dual Career Situations (n=485)**



**Figure 4: Dual Career Situation by Gender and Age (n=416)**

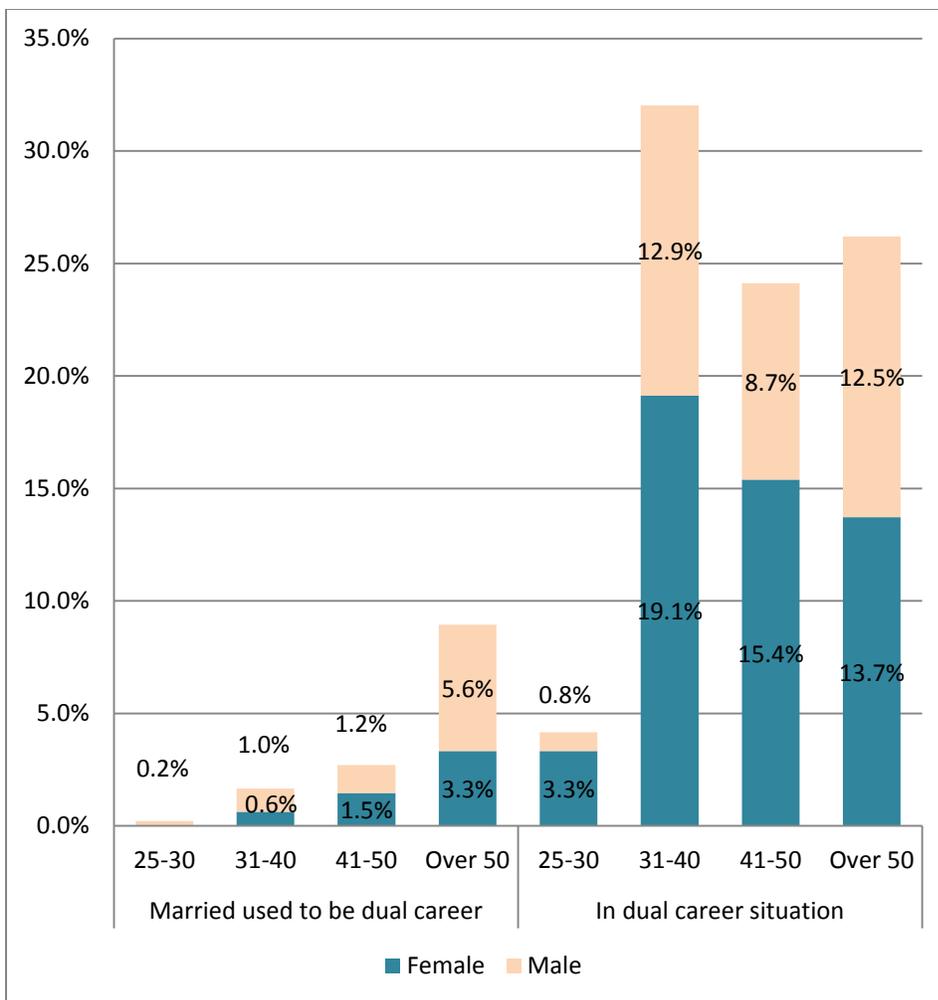
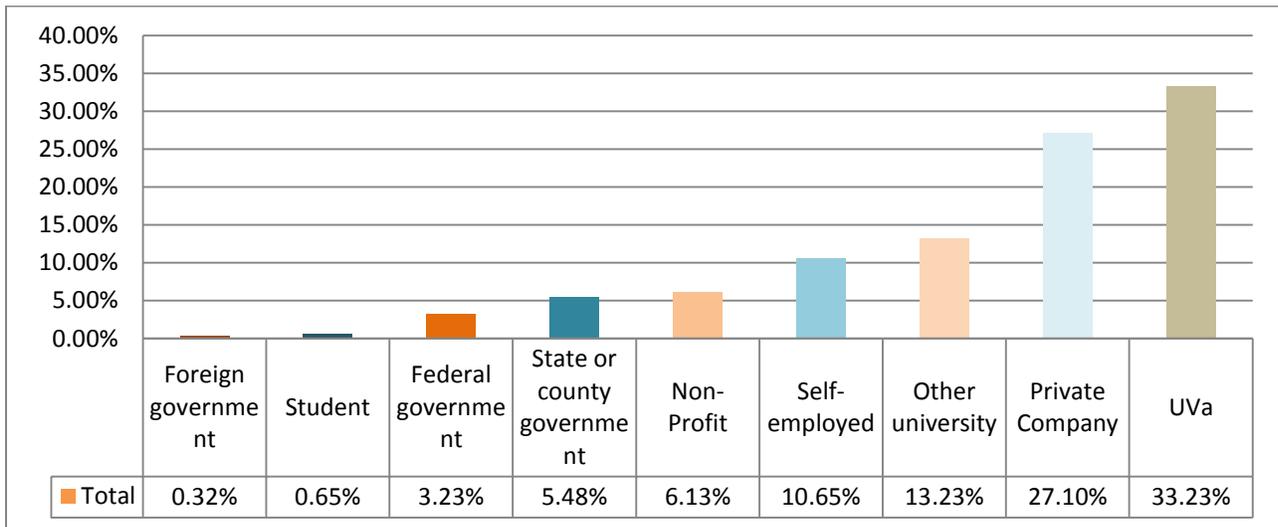


Figure 5: Employers of Spouse/Partners (n=310)

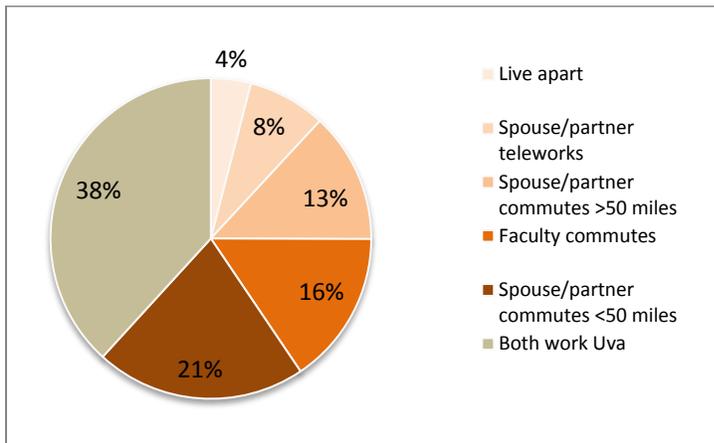


Three separate questions asked respondents about their spouse/partner’s commuting situation: distance, time spent, and mode of transportation. The majority of respondents both work at UVa and commute together less than 50 miles (38%, n=471) with an additional 21% of respondents reporting their spouse/partner commutes less than 50 miles and works for a private company or is self-employed (Figure 6). Respondents commuting less than 50 miles spend less than 45 minutes traveling to their jobs and overall, 66% of respondents reported their commute time was less than 30 minutes (n=314). A further 13% of spouse/partners commute more than 50 miles to their jobs and 4% of faculty live apart from their spouse/partners in order for both to maintain their careers (n=471, Figure 6). The spouse/partners of this group tend to work at other universities and private companies, and commute more than 60 minutes either by personal car or airplane. Overall, 22% of respondents reported their spouse/partner commuted more than 60 minutes (n=314) and 7% of respondents (n=289) reported their spouse/partner commuted by airplane (Figure 7).

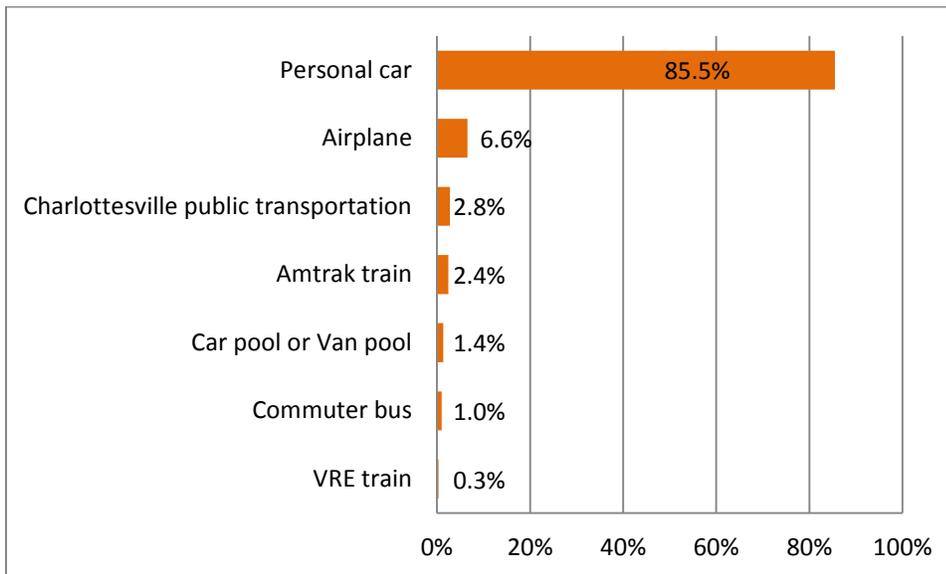
**Future Consideration:** Spouse/partners commuting more than 60 minutes or via airplane and working for private companies represent a potential telework user. However, establishing a telework community among this group may require outreach to these companies, which also represents possible networks and connections for UVa.

Only 8% of respondents reported that their spouse/partner already teleworked (Figure 6) and half worked for private companies. However, 75% of respondents reported that their spouse/partner would not be interested in teleworking (n=377). This group included respondents who commute less than 50 miles (20%) and those couples where both work at UVa (39%).

**Figure 6: Commuting Situation (n=471)**



**Figure 7: Transportation Mode**



### Viability of Telework Center

Based on the survey data, there is a small population of current faculty spouse/partners who could take advantage of a telework facility. Twenty-five percent of respondents reported their spouse/partner would use the telework center between 10 and 35 hours a week. Further, 63 respondents reported their spouse/partner needed a telework opportunity and another 119 respondents reported they would like their spouse/partner to have the ability to continue their career with their current employer while living in Charlottesville and not commuting or living apart. This group of respondents tends to have spouses that already telework or work for a private company or another university; they also commute less than 30 minutes or more than 60 minutes each way.

However, respondents made suggestions and raised concerns for the telework center in their qualitative responses. Current faculty suggested that Emeritus faculty might be interested in the telework option, noting that departments are not providing them with much space or resources. In addition, respondents noted that the lack of access to high speed internet in the counties and outside the town of Charlottesville creates the need for a high speed internet access center, which may open up new telework or business opportunities for spouse/partners currently living in these areas.

Respondents voiced concerns that, in general, the university does not currently support telework. Many described spouse/partners who worked as staff at UVa and did not work with students, but were not allowed to telework. While the telework facility would not target this population, their concerns point to the need for the university to embrace more flexible, contemporary work options for current dual career couples. Finally, respondents pointed out that the telework facility would not solve all the problems dual career couples face. In particular, telework did not address issues with child care and would actually create a demand for child care facilities at Research Park.

## Dual Career Experiences and Needs

The quantitative data hint at some of the experiences and needs of dual career couples at UVa while the qualitative data provides specific examples and patterns of experience with recommendations from faculty respondents. To better understand these experiences and needs, the survey asked respondents to share any experiences and recommendations based on those experiences and to rate several services in terms of needs.

### Experiences

#### *Lack of Coordination*

The majority of respondents described a “seat of the pants” approach to supporting dual career couples that lacked a systematic process and central office, and communication and coordination between departments and schools. They also noted websites that did not work or did not provide needed information, described an unresponsive University Human Resources dual career office, and a slow response from the Provost office. For example:

*When I was recruited to UVA in 2001 there was no official mechanism to assist my husband in securing a position. We got only vague offers to open up channels to a (non-academic) unit outside the College to perhaps lead to a position for him. It went nowhere. And because I was already on faculty, no further help was offered, and as a tenure track faculty member I didn't feel in a position to push.*

*The process for dual career concerns is unclear and, thus far, completely unhelpful. We made our situation known during the hiring process, but no one has followed up with us in this process. A streamlined process that puts candidates in direct contact with an office during the offer period and transition period would be very helpful.*

*The Chair of my department asked me to use Dual Career Services office to help place my partner in another department within our school. Dual Career Services office was of no help to*

*us at all and the Chair had to return to previous modes of processing dual partner hire without the service. The Dual Career Services has to be able to speak across departments and to know what kinds of options are available to spouses who are also academics.*

Those department chairs who self-identified in their answers provided telling information. They reported they could not obtain information, did not know who to call, or experienced very uneven support when presented with a dual career situation. Their descriptions show a high level of confusion on who to call, and what services were available. In addition, these department chairs noted that the current lack of a systematic approach to working with dual career couples was leading to increasing declined offers from younger candidates and low retention rates for junior faculty. This, in-turn, was affecting department demographics, morale, and their ability to plan for the future. Department chairs very directly connected the lack of dual career services and coordination to the inability of the University to meet its strategic plan goals for hiring and diversity.

***Future Consideration and Faculty Need:*** A consolidated dual career office with full-time staff is essential. Because of the current level of confusion and lack of coordination, 53% of respondents said they needed a formal process and policies for hiring dual career couples and 43% reported they needed a consolidated dual career office that helped all spouse/partners. They wanted to see this office coordinate across schools and departments, take a proactive approach, create a “modern” spousal hiring policy and procedures that are streamlined.

### ***Demeaning***

One respondent noted that “often highly qualified people find themselves in very stressful situations because of the humiliating experiences they endure.” Respondents described humiliating experiences occurring not only during the hiring process, but especially after the faculty member had been hired and the spouse attempted to find meaningful work. Respondents described a high level of “chauvinism” among the search committee members as one form of humiliation:

*It should simply be assumed that a spouse, whether man or woman, will need a job. It is old-fashioned to think only one member of a couple will work. When I was interviewed, I was asked about my husband's job needs, but male colleagues were not asked about their wives' job needs. Simply reducing the assumptions and chauvinism would be a big help.*

After the hiring process, respondents described two humiliating conditions. First, spouses could not find positions because “UVa tends to hire from within.” Second, spouse/partners who had been hired were treated as “second-class citizens” and found themselves on the low end of UVa hierarchy as staff or non-tenure track (NTT) professors. As staff, they were often underemployed or constantly on the job market due to part-time/term and temporary work. As NTT, they were isolated and under-resourced, and did not have any job security beyond a short-term contract. For example,

*Hiring spouses as general faculty means that the partner will have second class status and salary for the whole of his or her career at UVa. New hires on the general faculty are rarely told how marginal they will feel in departments....not serving on search committees, not being able to vote on new hires.*

*My [spouse] has been through the hiring process for a full-time position several times, and has at times worked for UVa full-time, and has been recommended for a position by [the] department numerous times, without receiving a full-time position after 6+ years in the area. [My spouse] receives excellent reviews/evaluations.*

*I was told that the way to make my dual career situation work at UVa is just to be permanently on the job market. I am. I hate it. And I'm resentful toward UVa that this is the strategy for "dealing" with situations like mine. After all, if there were a way for my partner and I to be in Charlottesville, we'd stay forever and be quite dedicated to the University. As it is, we've got our eyes elsewhere, even though this is where we'd actually like to be.*

*My spouse was given a three year contract to teach as a lecturer at UVa. It was the primary factor in my accepting my position. If [the] contract isn't renewed, I will almost definitely have to look for a new position in a different city.*

*When I first came to UVa in 1984, options were exceptionally limited and it was only through the efforts of the chair in my [spouse/partner's] department that I was given space and some small amount of resources to work. Since then, my employment (part-time at best) has been entirely dependent on the department renewing my appointment. I have no job security - even after 31 years - and no benefits, simply because my spouse and I have degrees in the same field and thus, my department cannot afford to commit another track line to me.*

*My [spouse] followed me to UVa. Though [the spouse] holds two Master's degrees and has 15+ years of experience in his field, [they are] woefully underemployed and very unhappy with [their] salary. An office dedicated to helping dual-career couples would be a godsend, though someone of my position might not be important enough to rate a lot of help. I don't mean to sound harsh, but that's the truth of how it feels.*

In addition, several respondents described the job insecurity of spouse staff positions. For example, "I have seen faculty spouses lose their UVa staff positions when the accompanying spouse goes on sabbatical." As a result, the majority of respondents in this group reported they are looking elsewhere, and thus are at high risk of leaving the university. This group also recommended a central dual career office.

Another group of respondents reported their spouse/partner chose to quit their career or dramatically switch their career, rather than be a "second class citizen" or live apart.

*My [spouse] actually left [their] position in the federal government in order for me to come to UVa. [They have] had zero help from the office of dual career employment. [And] has spent 4 years trying to find employment. We were actually thinking of leaving C-ville to go somewhere else.*

*My spouse is not working at UVa anymore and that basically solved our dual career problem. [They were] initially hired as research faculty (or so we were told) when I was hired as tenure track faculty, except that what no one told us at the time was that "research scientist" really doesn't mean the same thing at UVa as at [other institution]. Thus [they] found [themselves] with no lab, no access to students for research or even teaching, and saw grant proposals sent back [by funder] because of "no departmental support". After 7 years [they] decided to stop surviving*

*and start thriving and switched careers. Quite frankly, when I look around at my younger colleagues in dual-career situations and I see the deans of various schools shovel-pass the hot potato around and frantically invoke the “Someone Else’s Problem” effect, at the risk of making us lose brilliant UVa colleagues, I don't think UVa gets it. At all.*

Another, younger, group of respondents noted the high cost of living in Charlottesville and low salaries at UVa meant both spouse/partners needed to work, which left them with few options. Repeatedly, older respondents noted that “nothing had changed in twenty years” since they had been hired. Based on the analysis of qualitative data between older and younger respondents, this assessment might be correct in terms of perception and process.

***Future Consideration and Faculty/Candidate Need:*** In order to retain faculty, the university should address the “second class citizen” status of staff and NTT faculty who are often spouse/partners of faculty. In order to attract new faculty, search committee members should assume that candidates will have a spouse/partner who has a career regardless of gender, and be fully aware of the dual career resources and options even before the search begins. Respondents would like the central dual career office to provide career counseling and have connections and placements within federal and state government, local and regional business, and local and regional schools/colleges. They would like the central office to establish networks and connections between dual career couples. Specifically, they would like the central office to have a resume database in order to place spouse/partners.

Overall, respondents described a situation in which the university makes couples choose between their marriage and career. Those respondents who chose to maintain both careers are living apart, presenting new challenges. These respondents noted that they live in two worlds and are actively trying to join the two. They also described discrimination practices from departmental colleagues because they travel on weekends to be with their spouse,

*I have felt that some colleagues viewed me as less of a department team player for not attending weekend social events in Charlottesville when my partner lives in a different city. It has made me think seriously about looking for a new job, despite being very satisfied with my professional situation. This is particularly difficult in a dual career situation with a separate home elsewhere. In other institutions where I have worked, particularly in large cities, there was less pressure to socialize out of working hours, and this was not considered necessary to being a good colleague. Often the pressure to be present for social events outside of work responsibilities (not talks or dinners related to talks, but cocktail parties and happy hours that make it difficult to commute back home at night), is the most stressful part of keeping our balance of living in two places. Lots more education for faculty on how to be sensitive to dual career challenges and how this should not factor into evaluations is essential.*

In contrast, a few respondents shared their positive experience as a dual career couple hired at UVa. In all cases, the positive experience included: support and a coordinated effort by the department and other units; the spouse was treated like a professional; the position for the spouse/partner was within their career track and they were not under-employed. In these cases, respondents noted that this experience made them remain at UVa and created a sense of loyalty. Several respondents felt they had been more productive at UVa because of their positive dual career experience.

***Future Consideration and Faculty/Candidate Need:*** Creating positive dual career hiring experiences could have a significant effect on acceptance and retention rates. These positive experiences need to address the specific needs of a couple, however, and they should meet the criteria described by the faculty: treat the spouse like a professional, develop employment options that match their career level and trajectory, and provide proactive, responsive and coordinated support.

A major challenge shaping the experience of dual career couples is finding child care, especially for children under 18 months old and during “physician hours”. Currently, UVa has three child care centers with a combined waiting list of 479 faculty and staff, the majority of which are full time faculty and staff (or tier 1).<sup>4</sup> There are 48 child care centers in Albemarle County; however, only 11 take children under 18 months. As a result, many women—whether faculty or spouse/partner—chose to put their career on hold when children were young,

*Quality childcare presented the biggest problem for us as dual faculty at UVa, and I ended up opting out for several years to care for our children. I have returned part-time, but to a position for which I am over-qualified.*

According to child care workers, recent state regulations requiring special bed for infants forced local day care centers to stop accepting infants because they could not afford the required infant beds.<sup>5</sup> This exacerbated an existing shortage of child care for infants and in effect made UVa child care centers one of the only resources for infant day care. Respondents noted that leaving careers due to under-employment and lack of child care effectively forced couples into a traditional family model in which one person worked and the other was the care-giver. Respondents would like to see the university have a more contemporary notion and practice of “family” and couples.

***Future Consideration and Faculty/Candidate Need:*** In order to hire outstanding faculty, the university will need to address the child care shortage for younger children. At this point in time, new faculty with small children will wait several years for child care and are more likely to accept positions outside UVa where they can support their family and not compromise their career or marriage/partnership.

Respondents also voiced concern over child care that does not correspond with faculty hours and demands, especially clinical faculty who work nights and weekends. The majority of the medical school respondents described their experience with child care:

*Dual academic positions can be difficult with working in the medical center- it is difficult when university sponsored daycare closes at 6pm and you are still caring for patients in the hospital or finishing clinic.*

*Childcare has been our biggest problem. We are currently looking to relocate and one of the biggest attractions at other health systems is the onsite childcare with extended hours. It's a shame UVA cannot seem to keep up with other large academic medical facilities.*

---

<sup>4</sup> Phone conversation with Childhood Development Centers and the Malcolm Cole Child Care Center, November 20, 2015.

<sup>5</sup> Ibid.

Medical faculty also noted that they were penalized for bringing their children to work when there were no child care options available. Similarly, faculty from other schools reported that the child care centers in Charlottesville do not open early enough to get to work on time. Finally, respondents also noted that UVa's schedule for closings and delayed openings is not aligned with the city and county, and this presents a serious child care challenge when local schools close for snow or federal and state holidays. Many noted that allowing the under-employed spouse/partner to telework on these days would alleviate the problem; however the general consensus among respondents was that the university does not support telework.

Finally, those respondents whose spouse/partner worked outside of UVa spoke most often about the need for better transportation infrastructure. These respondents described spouse/partners who must commute to Boston, New York City, Baltimore, Richmond, and DC. They noted a severe lack of transportation options for commuting to these cities. For example, the Virginia Rail Express (VRE) commuter train starts in Manassas or Fredericksburg, both a long drive from Charlottesville. Currently, the earliest Amtrak service to DC leaves at 7:09am arriving in DC at 10 in the morning, too late to start work. Finally, respondents noted the lack of carpool and van pool options in the Charlottesville area heading to Richmond or points north.

***Future Consideration and Faculty/Candidate Need:*** While long commutes are not ideal conditions, better transportation options to regional urban areas open up new career options for dual career couples and the possibility for telework. These new career options may also alleviate the under-employment and temporary employment situations leading to feelings of humiliation and second class citizenship by spouse/partners employed at UVa.

## Needs

The faculty respondents outlined a set of policy and service needs for dual career couples. These needs are grouped in three categories:

### **A central office of dual career services**

- A streamlined office with dedicated, full-time staff that serves all spouse/partners (academic and non)
- Coordination across schools and departments; a proactive approach
- Services
  - Career counseling
  - Resume database and matching spouse/partners to positions
  - Portal or website with the policies, process and resources
  - Apartment shares in DC
  - Organized car/van pools to DC, Richmond
  - Networking with other dual career couples
  - Connections to business, government, other universities and P-12 schools
  - Job sharing
  - Spousal/partner preferred hiring

## **A systematic and transparent process and set of policies**

- Modern spousal/partner hiring policy and procedures that are transparent and apply to all
- Provide NTT faculty with same benefits as TTT faculty, make them more included in the departments
- Revise the policy and procedures for switching from NTT to TTT
- Create incentives for local business, federal government etc to hire spouse/partners
- Require the search committees to consider the spouse/partner from the beginning of the process, recognizing that women are professionals
- More and affordable child care that fits faculty schedules and accommodates infants; accommodate physician schedules
- Allow UVa staff who do not work with students to have regular telework days each week or many during the summer
- Allow UVa staff to have more flexibility in scheduling and hours
- Policies on non-discrimination for faculty living apart who cannot participate in department social events on weekends

## **Transportation**

- Extend the VRE to Charlottesville
- Commuter bus or car/van pools between Richmond/DC and Charlottesville
- Travel allowances for commuters similar to the federal government

## **Conclusion**

The survey received a high response rate from faculty. Although the sample is biased due to self-selection, the high response rate indicates the importance of the subject for faculty and the urgent need for change. Based on the survey data, a small population of current faculty spouse/partners may be able to take advantage of the telework facility immediately. This would include those commuting by airplane and more than 60 minutes; however, this population may need some support and networking with their employers. In addition, Emeritus professors and departments with a large number of retirees may want to take advantage of the telework center.

As faculty pointed out, the telework center will not address all the needs of dual career couples. Specifically, dual career couples expressed a need for a central office staffed by full-time professionals that provided services such as career placement and counseling, coordinated car/van pools, and worked internally across schools and departments, as well as externally with business and government. In fact, the dual career office would be integral to the long-term success of the telework center. In order to attract and retain high caliber faculty, the university will need to address the child care shortage for infants and toddlers, and develop a way to accommodate physician schedules, teaching night classes, and faculty travel. Finally, the data suggests that current and future spouse/partners would be better served in their careers with greater transportation options between Charlottesville and DC, Richmond, and Baltimore.

Overall, faculty expressed a need for culture change that recognized the reality of couples today in which the majority are dual career professionals unwilling to give up their careers or marriage in order to move to Charlottesville and work at UVa. Search committees, and department and school administrators should

start the search from the perspective that all candidates will need spouse/partner accommodation. As evidenced by the responses, faculty who had a positive dual career experience with UVa noted they were devoted to the university and remained here for that reason. In order to attract and retain the faculty outlined in the Cornerstone Plan, UVa will need to shift its approach to dual career couples to a more proactive support and networking system that treats spouse/partners as professionals.