

THE ISSUE we are addressing is a need for greater accountability and incentives for cooperation among institutions (and within institutions) in the placement of a trailing spouse.

What HERC Offers Dual-Career Jobseekers

- Access to the most comprehensive jobs list at institutions within a commutable distance.
- State-of-the-art dual-career search technology.
- Comprehensive lists of article, research, and links to campuses that have dual-career programs and policies.

What HERC Offers Member Institutions

- A referral source to the HERC website for candidates with partners.
- Dual-career materials to include in candidate recruitment packets.
- A member network to collaborate on dual-career appointments.
- Conferences and webinars for member institutions on best practices for dual-career programs, policies, and practices.

THE SOLUTION we propose puts value on the level of cooperation among division and institutions

- Member institutions earn 5 points for each career hire
- For each additional 50K of salary, the institution earns an additional point.

2015 Dual-Career Matrix

Year	Contribution hires					Benefit Hires					Net
	Full time hires		Salary bonus		Total	Full time hires		Salary bonus		Total	
	No.	Pts.	No.	Pts.		No.	Pts.	No.	Pts.		
UVA	20	100	600K	12	112	18	85	500K	10	95	27
JMU	15	75	400K	8	83	16	80	400K	8	88	-5
VCU	2	10	50K	1	11	3	15	50K	1	16	-5
UMW	2	10	50K	1	11	3	15	50K	1	16	-5

The above grid shows not only the contribution hires of each institution, but the benefit hires.

HOW The Dual-Career Matrix Helps Solve the Problem

- It's Easy
- It's Ready to Go
- It's Scalable
- It's Compatible
- It's Measurable