

Develop a Dual-Career Service Center to function as a hub to provide assistance for dual-career couples/partners.

CURRENT CHALLENGE:

Dual-career couples/partners face many challenges in higher education marketplace. Attracting and retaining such faculty and staff require proper planning and preparation to turn this problem to an opportunity. Approval of spousal/partner hire requires proper policies and procedures that may not be readily available in CSU. Therefore, a bold solution is required to address this challenge.

PROPOSED SOLUTION:

A Dual Career Service Center can function as a hub to provide assistance for dual-career couples/partners. The Center will partner with the Office of the President, Office of Faculty Affairs, and Division of Administrative Services to coach interested applicants and employees. The Center will have the potential to develop relationships with employers in Central Valley and Fresno areas for further outreach. Moreover, proper funding will allow the Center to also fund initial positions that can serve as a bridge to permanent positions.

BENEFITS TO FRESNO STATE:

Fresno State will be able to attract and retain more qualified and distinguished faculty and staff by welcoming dual-career couples/partners. Investments in this bold idea will create the proper sense of belonging for hired faculty and staff and will reduce the overall operation costs required to address attrition.

ADDITIONAL INFORMATION:

As a tenure-track faculty, I have commuted from Southern California to Fresno on a weekly basis for the past six years due to lack of support for dual career couples in Fresno State. There are many other faculty and staff who have experienced similar emotional and financial costs. Implementation of this bold idea has an immediate positive impact on the performance of dual-career couples/partners.