

## FORWARD Lecture Series

**Dr. Beth Mitchneck, NSF ADVANCE Program Director**

***How Research Institutions Recruit and Retain Highly Talented Faculty through Dual-Career Hiring***

**May 1<sup>st</sup>, 2015**

### Attendance

Forty-two individuals attended the lecture, and 34 completed evaluations.

- Of those who completed evaluations, four (11.8%) identified as staff, 18 (52.9%) as faculty, 11 (32.3%) as administrators, and one (2.9%) did not respond to the question.

### Quantitative Results from the Evaluation Form

**My understanding about the policies and procedures needed to support dual-career hires has increased as a result of attending this lecture.**

	Frequency	Percent	Cumulative Percent
Disagree	2	5.9	5.9
Agree	11	32.4	38.2
Strongly Agree	21	61.8	100.0
Total	34	100.0	

**My understanding of best practices associated with dual-career hires has increased as a result of attending this lecture.**

	Frequency	Percent	Cumulative Percent
Disagree	1	2.9	2.9
Agree	14	41.2	44.1
Strongly Agree	19	55.9	100.0
Total	34	100.0	

**My understanding of the institutional outcomes associated with dual-career hires has increased as a result of attending this lecture.**

	Frequency	Percent	Cumulative Percent
Disagree	3	8.8	8.8
Agree	14	41.2	50.0
Strongly Agree	17	50.0	100.0
Total	34	100.0	

**I would recommend this lecture to others.**

	Frequency	Percent	Cumulative Percent
Agree	10	29.4	29.4
Strongly Agree	24	70.6	100.0
Total	34	100.0	

**How would you rate the overall quality of this lecture?**

	Frequency	Percent	Cumulative Percent
Average	1	2.9	3.2
Above Average	11	32.4	38.7
Excellent	19	55.9	100.0
Missing Data	3	8.8	
Total	34	100.0	

### Qualitative Results from the Evaluation Form

1. What questions do you still have after attending this lecture? Please list any areas and/or topics that you would like to receive additional information about or that need further clarification.
  - Strategies to remove dual hire stigma.
  - You want to hire someone because the quality. Not because they are partners of someone. Equally qualified. They may have privilege when going up for tenure, they have to both be tenured, otherwise leave!
  - There is a policy but no funding at NDSU for dual career hiring – nothing can be done until that changes.
  - Where does “a third, a third, a third” come from? What are the thirds?

- What are we doing?
  - What will NDSU do? What resources are the administrators at NDSU willing to put towards dual career hires?
  - How does NDSU address this issue?
  - How should dual-career faculty be treated after they are hired – trailing spouses often don't get resources needed.
  - How can we do some of this here at NDSU? There were a lot of great ideas presented in the talk. I think NDSU still has a long way to go with this issue.
  - The how to of building career networks. Who spearheads? How do they begin? How to make sure the network is institutionalized and not just a shell? (fee for use!)
  - How do we fund positions when there are already gaps and deficits?
2. What do you think were the most helpful or valuable aspects of the lecture you attended today?
- Great information – wonderful!
  - Examples from other universities. Candid speaker.
  - Information.
  - Specific ideas for programs that work.
  - Excellent speaker with lots of experience.
  - It was helpful.
  - Pointing us to a variety of resources, especially towards data to dispel myths.
  - Good overview of Advance projects in other universities for dual hires.
  - Multiple examples of how institutions are making dual career initiatives work.
  - Learning different ways of addressing spousal hires.
  - Discussion of how campus culture informs location/type of services/office to create.
  - Evidence-based information.
  - The resources (websites) were helpful. Her knowledge of the topics was obvious, which was great.
  - Comparisons of the different models with examples and resources of institutions who practice models.
  - Facts/statistics.
  - Valuable ideas that seem possible to implement at NDSU.
  - Learning about HERCs was very valuable.
  - The models are helpful – how to think about recruitment, retention, satisfaction mechanisms in hiring. Montana State is a useful peer model.
  - Very clear practical strategies.
  - Recognition of how dual-career hires feel less respected.
3. What is one thing you will do differently as a result of attending this lecture?
- Work toward a better policy.
  - Look into these regional consortiums.
  - Talk about opportunity.
  - Try to frame dual-career hires as an opportunity rather than a problem.
  - Advocate for the importance of dual career recruitment and hiring.
  - Consider implementation – policy change at faculty senate.
  - Skills for reframing the issue.
  - Think about and work on nudging campus leaders to build some flexibility into our funding model so that dual career hiring can be possible.
  - Be more inclusive for dual hires to make them feel wanted.
4. How could the FORWARD lecture series be improved to be more beneficial to you? What recommendations do you have for future lectures?
- This topic should be continued.
  - Recorded and placed online.
  - Schedule lunch talks around teaching times Monday, Wednesday, Friday/Tuesday, Thursday.
  - Possibly build/point to work groups around the issues in the presentations. “If you would like to work on dual career issues at NDSU, please add you name to this list.”
  - Specifically – how can we make hires happen at NDSU?

5. Please provide any additional comments you have about today's lecture and/or the FORWARD program in general below or on the back of this page.
- Dr. Mitchneck is an excellent speaker.
  - What a great speaker, good info!
  - Great!
  - Engaging speaker! I wish all search committees could attend this talk.
  - I already knew a lot about this issue (my husband and I are both at NDSU), but I still got a lot of ideas by attending. It makes me feel hopeful for the future.
  - One of the best and most helpful presentations I've attended. Excellent.
  - Speaker was excellent.