

# The Dual-Career Dilemma: Recruiting & Retaining Dual-Career Academic Couples

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## The Challenge:

- **Senior women scientists are more likely to be part of a faculty couple.**
  - 62% of married women scientists have spouses who also have science PhDs (Sonnert and Holton, 1995).
  - 85% of the time the male is the older partner (McNeil and Sher, 1998).
- **Pressure to stay competitive**
- **Pressure to respond quickly**
- **Ad-hoc accommodations can lead to resentment.**

## Language Matters

<i>Counter-Productive</i>	<i>Productive</i>
Partner Placement	Job Creation
Trailing Spouse	Accompanying Partner
Problem to be Solved	Asset to be Worked with

# The goal: a comprehensive policy or simply better governance?

- **Is there a catch-all policy solution?**
  - Every case is unique. Each position is hand-crafted.
  - Resources vary considerably, depending on the department(s).
- **Who cares?** Need to expand the scope of accountability
- **Who is the ideal broker?**
  - Agent of the institution, not the administration or the department
  - Influential: former chair, credible, experienced, access to resources