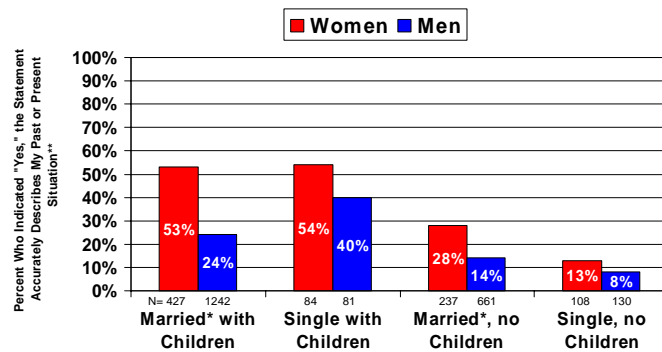


Relocation and Spousal/Partner Hiring Assistance

Scholars considering taking a faculty position at University of California (UC) face a range of geographic relocation issues, particularly individuals with a spouse/partner, children, parents or other family members who would be moving with them. Among UC faculty, men and women with children have the least latitude when it comes to location-related issues, and women with children are disproportionately affected.

Location, Location, Location (UC faculty)
"I have been unable to consider job offers outside my current geographical location because of family reasons."



*Married includes "Partnered"
 ** "Not Applicable" has been excluded and "No," "Partially Accurate," and "Not Sure" have been grouped.
 Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://uclfamilydae.berkeley.edu>)

This is a national pattern suggesting that a trained, professional relocation counselor at each campus could play an essential role in the recruitment of future faculty. In addition, spousal/partner employment assistance would help to address dual career issues. Many other universities and large employers have such a position, including the University of Toronto (established under the leadership of then-President Birgeneau) and UC Santa Cruz (established under the leadership of then-Chancellor MRC Greenwood).

The relocation counselor would provide faculty recruits with customized information, referrals and resources about the nuts and bolts of their move, on- and off-campus housing, local schools, child care, elder care, and recreational activities, as they pertain to geographical relocation issues in becoming employed at their UC campus. The counselor would also provide services to help the candidate's spouse or partner conduct a successful job search.

Currently, relocation services are parsed up, with the duty of handling or redirecting job candidates' relocation questions falling largely to departmental chairs. This is an inefficient use of time, and few chairs are trained in the nuances of relocation. UCOP recruitment surveys highlight the significance of this need - first-offer candidates who decline UC's offer are most likely, in rank order, to cite the following as reasons for turning down a position: better salary offer elsewhere, spousal employment, family/geographic considerations, and housing problems.

The addition of a relocation counselor at each UC campus is a cost-effective way to successfully recruit and retain first-choice candidates and faculty, and ensure the continued excellence of UC.