TECHNOLOGICAL SOLUTION TO DUAL CAREER HIRING CHALLENGES

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Motivation and The Need

UVA Strategic Priorities\(^1\) – Assembling & Supporting a Distinguishing Faculty (Pillar 4)

- Current faculty body ~2,600 with significant retirement by 2020
- Generation “X” and Generation “Y” (Millennials) will fill the gap
  - Tech savvy, connected, and advocates for work-life balance/flexibility

Ideal candidates would contribute to the University’s vision of discovery, innovation, and student development, while also broadening the diversity of the faculty body.

Actual candidates have real-life considerations : compensation and benefits, location, University/Program reputation, department resources & facilities, and dual careers.

Concept – Tech Solution for Dual Careers

Leverages the advancement of web-based technologies to establish a permanent or semi-permanent state-of-the-art remote work facility for dual career employee spouses.

- Spouse remains employee with current employer
- Works remotely at UVa supported facility
  - Issues with remote employees not likely for academics
  - Technology is ready and we are dealing with a technologically enabled generation

Examples: Cisco Webex and AdobeConnect
Concept – New Paradigm for Dual Career Management

- UVa can lead the charge to establish a standard of how dual careers management
  - Potential for collaboration with network of partner universities
  - State, region, or national consortium
  - Future collaborations with industry and government, both local and global
Concept – Key Components

- Spouse remains employee with current employer*
  - Permanent solution for some faculty roles
    - Remote teaching (class, office hours, graduate advising, etc.)
    - Collaborative research at home university and and new ones at UVa
  - Semi-permanent solution
    - Appropriate position becomes available at UVa
    - Spouse finds local or regional employment (academic/non-academic)
- Fully-equipped state-of-the-art work facility (no cost)
  - Offices, telecommunications, maintenance, etc.
  - Access UVa resources (classrooms, software, library, collections, etc.)
- Essential benefits provided by UVa (employee/spouse cost)
  - Medical, dental, vision, gym, etc.
- Non-essential benefits remain with primary employer
  - Retirement, life insurance and leaves
- Annual travel allowance for return to home university

Thank you for your consideration

* Spouse would be responsible for negotiating modified remote work environment with employer