THE ISSUE we are addressing is a need for greater accountability and incentives for cooperation among institutions (and within institutions) in the placement of a trailing spouse.

What HERC Offers Dual-Career Jobseekers

- Access to the most comprehensive jobs list at institutions within a commutable distance.
- State-of-the-art dual-career search technology.
- Comprehensive lists of article, research, and links to campuses that have dual-career programs and policies.

What HERC Offers Member Institutions

- A referral source to the HERC website for candidates with partners.
- Dual-career materials to include in candidate recruitment packets.
- A member network to collaborate on dual-career appointments.
- Conferences and webinars for member institutions on best practices for dual-career programs, policies, and practices.
THE SOLUTION we propose puts value on the level of cooperation among division and institutions

- Member institutions earn 5 points for each career hire
- For each additional 50K of salary, the institution earns an additional point.

### 2015 Dual-Career Matrix

<table>
<thead>
<tr>
<th>Year</th>
<th>Contribution hires</th>
<th>Benefit hires</th>
<th>Net</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full time hires</td>
<td>Salary bonus</td>
<td>Total</td>
</tr>
<tr>
<td>UVA</td>
<td>20</td>
<td>100</td>
<td>600K</td>
</tr>
<tr>
<td>JMU</td>
<td>15</td>
<td>75</td>
<td>400K</td>
</tr>
<tr>
<td>VCU</td>
<td>2</td>
<td>10</td>
<td>50K</td>
</tr>
<tr>
<td>UMW</td>
<td>2</td>
<td>10</td>
<td>50K</td>
</tr>
</tbody>
</table>

The above grid shows not only the contribution hires of each institution, but the benefit hires.
HOW The Dual-Career Matrix Helps Solve the Problem

- It’s Easy
- It’s Ready to Go
- It’s Scalable
- It’s Compatible
- It’s Measurable