

Memorandum of Understanding
Between Washington University and Saint Louis University
Regarding Spousal Hiring Program
March 2016

The spousal hiring program between Washington University and Saint Louis University recognizes that success in faculty recruitment often depends on the opportunity to facilitate the employment of an accompanying spouse or domestic partner. The program does not guarantee employment for the accompanying spouse/partner, but does provide an opportunity for both universities to more successfully place dual career couples.

Definitions

Accompanying spouse/ domestic partner: as defined by each university

Recruiting University: the university recruiting/hiring a tenured or tenure-track faculty member and requesting that the Partnering Institution consider employment for that individual's spouse or domestic partner

Partnering University: the university being asked to consider employment for the accompanying spouse/partner of the Recruiting University's faculty member

Program Overview

The program provides a process for exploring employment opportunities at the Partnering University for the accompanying spouse/partner of an individual being recruited by the Recruiting University for a tenured or tenure-track faculty position. There is no requirement that the Partnering University offer employment to the accompanying spouse/partner.

If the accompanying spouse/partner is hired into a faculty or staff position by the Partnering University, the program also provides for temporary funding from the Recruiting University to offset a portion of the salary and benefits costs of the Partnering University.

The Recruiting University will have no involvement in the Partnering University's decisions concerning hiring, compensation or other terms and conditions of employment.

The program will continue as long as mutually agreed by the universities.

Request Process

Requests that the Partnering University consider accompanying spouse/partner employment must be made through the Recruiting University's Office of the Provost.

Requests will include the following:

- Information concerning the individual being recruited by the Recruiting Institution (e.g., discipline, school/department, area of research)
- Status/timeline of the recruitment process
- CV of the accompanying spouse/partner
- Description of type of position(s) sought by accompanying spouse/partner
- Any additional relevant information

Funding

The Recruiting University will provide funding to the Partnering University in an amount equal to one-third of the accompanying spouse/partner's base salary and benefits, as determined by the Partnering University.

The funding ordinarily will be for a period of three years, but will cease if the accompanying spouse/partner's employment with the Partnering University before the end of the funding commitment.

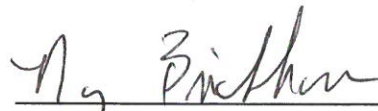
WASHINGTON UNIVERSITY



H. Holden Thorp, Provost

Date: March 28, 2016

SAINT LOUIS UNIVERSITY



Nancy Brickhouse, Provost

Date: March __, 2016