

#### 4. Exception to the Search Process for Spousal/~~Domestic~~-Partner Hires

On limited occasions, with the authorization of the PSVP and the chief administrators or deans of the departments or colleges involved, an opportunity may arise to hire an extraordinarily talented faculty member whose spouse or partner is also a qualified faculty candidate. In such situations, no competitive search will be required if an individual's letter of offer, employment, or retention agreement includes a requirement that, as a condition of the individual's acceptance, TTU will hire his/her/their spouse or partner, so long as either the president or the PSVP approves such condition prior to the extension of the letter of offer, employment or retention agreement.

If a position is not available to the spouse/partner concurrent with the appointment of the primary faculty or staff candidate, either because the spouse/partner is not yet qualified for the position (i.e., pursuing the required degree) or no such position is open, a dual-hire accommodation may be arranged (and included in the offer letter) in anticipation that an opportunity for the spouse/partner will arise sometime within a specified timeframe after the primary candidate is appointed.

If a dual-hire accommodation was not negotiated as a condition of hiring the primary faculty or staff candidate, post-hire consideration of accommodating spouse or partner employment may occur to facilitate retention of the primary faculty or staff candidate on a case-by-case basis. Similarly, non-faculty appointments (e.g., post-doctoral research appointments or high-level staff positions) will be considered on a case-by-case basis, consistent with OP 70.03 (Staff Recruitment).

Documentation for a non-competitive hire of a spouse or partner must include a standard request for consideration of a spousal accommodation (available from the Office of the Provost) and must contain a copy of the spouse's or partner's letter of offer, employment or retention agreement specifying that, as a condition of the individual's acceptance, TTU will hire his/her/their spouse/partner. Funding for approved spousal accommodations is provided from central administration resources for a period of up to two years, with college/unit funding required to continue employment thereafter.