

**ETH**

Eidgenössische Technische Hochschule Zürich  
Swiss Federal Institute of Technology Zurich

**Dual Career Advice  
to recruit  
professors – a  
must or merely  
nice to have?**

**Madeleine Lüthy**

---





# Definition

**Dual Career Couple: usually defined as a couple in which both partners work in academia**

Position of ETH:

- No exclusive concentration on partners who work in academia
- ⇒ All partners of ETH-professors who pursue a professional career are entitled to be supported by the Dual Career Advice (DCA)
- ⇒ The service offered by the DCA is exclusively addressed to professors and their families (no other scientific collaborators)

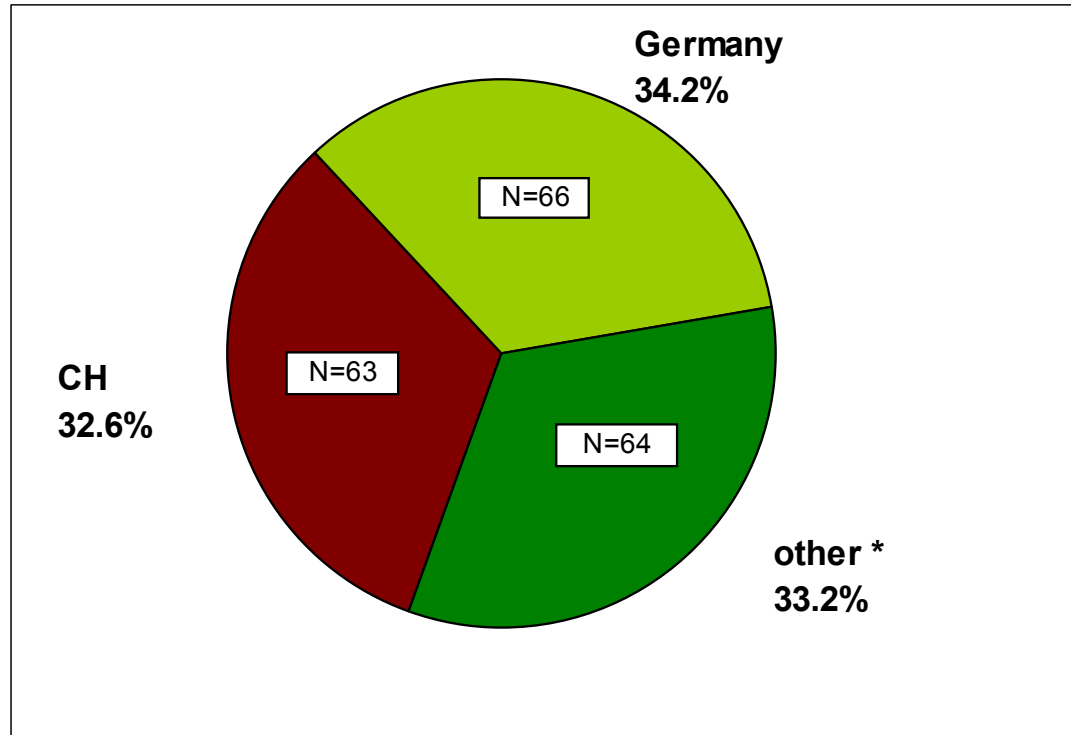


# Figures (2004)

<b>Diploma students</b>	<b>9519</b>
foreigners	1161 (12%)
<b>Doctoral students</b>	<b>2986</b>
foreigners	1502 (50%)
<b>professors (in FTE)</b>	<b>358</b>
foreigners	206 (58%)
<b>Personnel (in FTE)</b>	<b>5984</b>
<b>Budget</b>	<b>1119 Mio. CHF</b>



# Nationality professors starting 1998-2004



Austria	11
USA	10
France	7
Benelux	5
Great Britain	5
Italy	5
Scand.	4
Spain	3
Greece	2
Israel	2
Turkey	2
Argentina	1
Canada	1
Ghana	1
India	1
Croatia	1
Russia	1
Slovakia	1
Hungary	1



# ETH's reason for providing this service:

- gaining a **competitive advantage** in recruiting professors
- **supporting the professional career** of spouses/partners
- evaluating the **realistic professional perspectives** of a spouse/partner (no false hopes!)
- providing **comprehensive information** on all aspects related to a move before the actual decision
- assuming **social responsibility**
- providing **support** for social integration



# The service includes:


- **professional integration**
  - in industry (program through an external outplacement company)
  - within ETH
  - in other universities/applied universities/ research institutions
  
- **private integration**
  - housing
  - schools/child care
  - insurances, taxes
  - language courses
  - life in Switzerland
  - networking



# Requirements for a successful professional integration (I)

- transparent selection process/quality management
  - transparent communication of realistic options
  - internal experts who judge the qualifications
  - cooperation beyond the boundaries of the departments
  - cooperation with a professional outplacement company
- => realistic and neutral judgment of the situation

## Requirements (II)

- 
- => the person who could work within ETH needs to be chosen for his/her own qualifications and desired contributions to the new research group
  - => do not just provide money => he/she would have no acceptance in the institute and as an independent researcher!





# Support outside of academia

=> 6 months program with an outplacement company, which conducts and accompanies the job search on behalf of the DCA

=> If needed or considered helpful, the DCA:

- provides a letter of recommendation
- submits the application to examine the diploma equivalence
- contacts specific persons to open doors or contacts people working in the same field
- helps the spouse/partner by offering its own network
- promotes memberships in professional organizations



# Crucial questions to ask for job searches within ETH

- Does he/she fulfil the general quality standards of an ETH employee (would he/she have been chosen if he/she were not a spouse of a professor?)
- Does his/her research field correspond to the strategic planning of the department?
- Is there a long-term perspective for the spouse/partner?
- How and for how long is the partner financed?
- How do we deal with couples working in the same institute?



# Be aware of

- rules and regulations which dictate how to hire people
- rules and regulations on equal opportunity aspects
- rules and regulations on spouses/partners working in the same institution or even research group
- nationwide laws which define recruiting processes or lay down other restrictions



# Advantages

- people accept an offer and know what a move implies
  - people accept an offer and count on the help of the DCA to solve problems
- => better chance of getting the ideal candidate
- people are happier and therefore more productive and motivated
  - they do not so easily consider a new offer from a university abroad and are more loyal to ETH



# Problematic aspects

- DCA is held responsible if there are problems

=> management of the expectations

=> need to be realistic regarding what is and is not possible

=> what is the duty of ETH and what needs to be done and discussed by the couple



# Motto

=> or in the words of a US dual career collaborator:

**“WE DON’T DO MAGIC, JUST RECRUITING”**