

Complete Policy Title:  
**Spousal Hiring**

Policy Number (if applicable):  
**SPS A7**

Approved by:  
**Senate  
Board of Governors**

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Responsible Executive:  
Provost and Vice-President (Academic)

Enquiries:  
[University Secretariat](#)

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In order for the University to compete effectively in the recruitment and retention of faculty, it can be advantageous to find a suitable faculty position for a candidate's spouse. This policy is intended to provide the tools to enable the University to deal with spousal hiring situations.

1. In order for the University to act in a timely manner in a spousal hiring situation, it is important to have the ability to offer a position without advertising. In such situations, all other parts of the interview and evaluation process should proceed as usual.
2. Particularly when more than one department is involved, there needs to be some incentives for the department which is asked to make a spousal hire. In such situations the Dean or Deans and the Provost, in consultation with the affected Department Chairs, should determine what resources are appropriate to facilitate the hiring.
3. Each department has its own standards for faculty hiring (including academic qualifications and experience, research accomplishments, and scholarly reputation), and these should be respected. Candidates who do not meet a department's (or the University's) standards should not be hired.
4. The level of appointment that is appropriate for a spousal hire will vary from case to case, from limited term appointments to tenured professorships. The University should maintain flexibility with regard to the level of spousal appointments, while following procedures appropriate for the proposed level of appointment.