

RELOCATION RESOURCES  
AND  
DUAL CAREER PARTNERS  
AT  
WASHINGTON AND LEE  
UNIVERSITY



*Resources for  
New and Prospective  
Employees*



*2002-2003*

*Dual Career Partners*

The phenomenon of dual career partners has emerged as a critical recruitment issue in higher education. The decision to accept a new position and relocate to another city is a personal one. Increasingly the job prospects for both partners are seriously considered when couples weigh career opportunities.

Washington and Lee University has responded to the emergence of dual career partners by informally providing job search information to the partners of new employees who also seek faculty or professional positions in the area, as it can.

#### UNIVERSITY RESOURCES

Washington and Lee University hiring officials should not inquire about marital status before a job offer is made. However, applicants with concerns are encouraged to initiate conversations with department chairs or supervisors during the interview process or shortly after an offer is extended.

This guide is intended to introduce new or prospective employees and their partners to some resources available in the Shenandoah Valley region. The following is a partial list of resources available in the local community.

> *Office of the Dean of the College*

The Office of the Dean of the College maintains a list of academic personnel contacts at other colleges and universities in the region. Departments that become aware of a candidate whose partner seeks academic employment may initiate conversations with the Dean's Office.

> *Personnel Services*

The Personnel Office coordinates the hiring process for administrative and staff positions. A listing of all non-faculty vacancies is displayed on the Office of Personnel services web site—<http://personnel.wlu.edu>. The staff is also knowledgeable about the community and about available resources.

> *Home Ownership*

To facilitate home ownership, the university has established its own loan program. The program offers reduced interest rates on mortgages for exempt employees.

## COMMUNITY RESOURCES

The Shenandoah Valley is a vibrant economic community. There are a number of educational institutions in the area, as well as other businesses or resources that may provide promising opportunities for employment. A partial listing of web sites for other institutions of higher education and local employment resources is included below:

> ***Other colleges and universities in the area:***

Dabney Lancaster Community College, Clifton Forge  
[www.dl.cc.va.us](http://www.dl.cc.va.us)

Hollins University, Roanoke  
[www.hollins.edu](http://www.hollins.edu)

James Madison University, Harrisonburg  
[www.jmu.edu](http://www.jmu.edu)

Lynchburg College, Lynchburg  
[www.lynchburg.edu](http://www.lynchburg.edu)

Mary Baldwin College, Staunton  
[www.mbc.edu](http://www.mbc.edu)

Roanoke College, Salem  
[www.roanoke.edu](http://www.roanoke.edu)

Southern Virginia College, Buena Vista  
[www.svc.edu](http://www.svc.edu)

Sweet Briar College, Sweet Briar  
[www.sbc.edu](http://www.sbc.edu)

University of Virginia, Charlottesville  
[www.virginia.edu](http://www.virginia.edu)

Virginia Military Institute, Lexington  
[www.vmi.edu](http://www.vmi.edu)

- > The local public school districts are Lexington, Rockbridge County, and Buena Vista. Each school district hires teachers annually and may have temporary or permanent professional and support positions available.  
[www.rcs.rang.k12.va.us](http://www.rcs.rang.k12.va.us)  
[www.bv.rang.k12.va.us](http://www.bv.rang.k12.va.us)  
[www.lex.rang.k12.va.us](http://www.lex.rang.k12.va.us)

- > The Virginia Employment Commission has an interactive job search database on its web site. [www.alex.vec.state.va.us](http://www.alex.vec.state.va.us)

- > The Shenandoah Valley Partnership, the Shenandoah Valley Technology Council, and the Shenandoah Valley Investment Board developed a website dedicated solely to professional and technical employment opportunities in the Shenandoah Valley. See [www.valleyworkforce.com](http://www.valleyworkforce.com)

- > The Rockbridge Partnership, a local agency promoting the economic prosperity of the Cities of Buena Vista and Lexington, and Rockbridge County, maintains a website that also can assist with job opportunities. See [www.rockbridgepartnership.org](http://www.rockbridgepartnership.org)

- > Job seekers in Virginia might find online career search services relevant. A partial listing of online resources is below.  
[www.monster.com](http://www.monster.com)  
[www.todays-careers.com](http://www.todays-careers.com)  
[www.anothersource.com](http://www.anothersource.com)

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*Excerpts from this leaflet are taken from a similar publication at the University of Washington.*