

The University of Pittsburgh is only as strong as the people who carry out its mission. Pitt is fully committed to assisting faculty members to lead rewarding family lives while achieving their academic goals and aspirations. The University of Pittsburgh is proud to promote an atmosphere where our faculty can maintain a successful and healthy balance between their academic careers and their personal lives. To accomplish this, Pitt works diligently to provide benefits and programs such as family and medical leave, education benefits, a dual-career hiring program, and more.

- Provost Patricia E. Beeson



Family Friendly Programs for Pitt Faculty

Have a specific question?
Please contact:
faculty@pitt.edu

Additional Information for Faculty:
<http://pitt.edu/faculty>

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Family Friendly Programs for Pitt Faculty

Did you know that a recent COACHE survey of full-time faculty found that...?

- 86% of Pitt faculty are satisfied with health benefits offered for themselves
- 84% of Pitt faculty are satisfied with health benefits offered for their families
- 74% of Pitt faculty are satisfied with tuition waivers, remission, or exchange
- Nearly 2/3 of Pitt faculty are satisfied with:
 - Flexible workload/modified duties
 - Faculty medical/parental leave
 - Stop-the-clock policies

Dual Career Hiring Program

To support the recruitment and retention of a world-class faculty, the Office of the Provost has a dual career hiring program. This program provides support for partners of tenure and stream-stream faculty the University is trying to recruit or retain, and who also have academic careers.

Additional information can be found at:

<http://www.provost.pitt.edu/documents/Memo%20to%20CO D%20for%20Dual%20Career%20Hiring%20Program.pdf>.

Questions can be directed to faculty@pitt.edu.

Provost's Advisory Committee on Women's Concerns (PACWC)

The Provost's Advisory Committee on Women's Concerns (PACWC) seeks to ensure a productive educational and work environment for faculty, staff, and students, particularly in areas related to women's concerns. It focuses on general issues of campus climate and programs as they affect women throughout the University. PACWC also seeks to assist the Provost and the University community through its mandate.

Additional information on PACWC can be found at:

<http://www.provost.pitt.edu/pacwc/>.

Mentoring at Pitt

The University of Pittsburgh recognizes the importance of mentoring throughout our organization and PACWC is committed to providing our community with content and resources to find mentoring opportunities that will support growth and professional development.

For more information about mentoring, please visit:

<http://www.provost.pitt.edu/pacwc/mentoring.html>.

Educational Benefits

Pitt offers a variety of education benefits for full-time faculty members, faculty librarians, and research associates, such as

significant tuition scholarships at Pitt and a tuition exchange scholarship program.

Detailed information can be found on the Office of the Provost's website at: http://www.provost.pitt.edu/handbook/ch5_edu_ben.htm or on the University's Policies and Procedures website at: <http://cfo.pitt.edu/policies/policies.html>.

Faculty Medical and Family Leave Policy

This policy establishes leaves of absence for faculty for medical (including pregnancy and childbirth), parental, and other family care purposes. Its goals are to assist faculty members in balancing the demands of the workplace with family obligations, and to establish equitable practices across the diverse departments, schools, and campuses of the University.

Tenure Track Considerations

When a faculty member takes medical or family leave, he or she may request that the year in which the leave is taken not count towards the mandatory tenure review. When a faculty member becomes a parent by birth or adoption, **whether or not a leave is taken**, the academic year in which the birth or adoption occurs shall not normally be counted as a year towards mandatory tenure review.

Detailed FAQs on this policy can be found here:

<http://www.provost.pitt.edu/faculty-affairs/fmfl-faq.html>.

Questions can be directed to facrec@pitt.edu.

Work/Life Balance

At Pitt, we are committed to helping our most important resources – our people. To help balance work achievements and life activities, Pitt offers a variety of programs, services, and resources to help our employees attain a healthy lifestyle. Resources include the University Child Development Center and Employee Mental Health Resources. Detailed information

can be found on the Office of Human Resources' website at: <http://www.hr.pitt.edu/worklife-balance>.

Another resource is the Center for Mindfulness and Conscious Studies. Detailed information can be found on their website at: <https://mindfulnesspitt.org/>.

Caregiving Across the Lifespan

Juggling career and family commitments can sometimes be a challenge. There are many resources available to all employees here at Pitt. In addition, PACWC has developed a comprehensive listing of external resources that can help you find services, resources, and support for the varying needs that you may experience in your role as a caregiver of children or elderly loved ones.

For more information, please visit:

<http://www.provost.pitt.edu/pacwc/caregiving.html>.

LifeSolutions

LifeSolutions provides a broad range of services to assist faculty, staff, and their household members to balance work and the stresses of daily life. The services are provided at no cost to you. *LifeSolutions* services include:

- Personalized *WorkLife* Referrals
- Online *WorkLife* Resources
- Crisis 24/7 Contact Information
- Counseling and Coaching Services
- Disability and Family Medical Leave Outreach

Additional information about *LifeSolutions* can be found here:

<http://hr.pitt.edu/lifesolutions>.

Other Benefits

Pitt's benefits offerings are among the best, including medical plans, tuition remission, life insurance, optional dental and vision coverage, a contributory retirement plan, and more. Detailed information can be found on the Office of Human Resources' website at: <http://hr.pitt.edu/benefits>.