

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

86% are satisfied with health benefits offered for themselves;

84% are satisfied with health benefits offered for their families;

74% are satisfied with tuition waivers, remission, or exchange; and

Nearly $\frac{2}{3}$ are satisfied with flexible workload/modified duties, faculty medical/parental leave, and stop-the-clock policies.

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.

See the variety of family-friendly benefits programs inside.



Additional Resources

Have a specific question?

Please contact faculty@pitt.edu.

Additional information for faculty:

pitt.edu/faculty

provost.pitt.edu/faculty

Detailed benefits information:

Office of Human Resources

hr.pitt.edu/benefits

Office of the Provost
801 Cathedral of Learning
4200 Fifth Avenue
Pittsburgh, PA 15260
provost.pitt.edu

Family-Friendly Programs for Pitt Faculty

Faculty Affairs, Development,
and Diversity

Office of the Provost



Dual Career Program for Recruitment and Retention

To support the recruitment and retention of a world-class faculty, the Office of the Provost has a dual career program. This program provides support for partners of faculty the University is trying to recruit or retain, and who also have academic careers. This support is typically in the form of a visiting faculty position for up to three years.

Additional information: *Dual Career Guidelines*

Questions: *faculty@pitt.edu*

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, provided at no cost to you, include: Personalized Work Life Referrals, Online Work Life Resources, 24/7 Contact Information, Counseling and Coaching Services, and Disability and Family Medical Leave Outreach.

Additional information: *hr.pitt.edu/current-employees/work-life-balance/lifesolutions*

Mentoring at Pitt

The University of Pittsburgh recognizes the importance of mentoring, and the Office of the Provost is supportive of enhancing mentoring across the institution. Pitt has a number of trainers who provide evidenced-based mentor training throughout the University. The Center for Mentoring meets regularly with this mentor training leadership group to ensure best practices are shared across various schools. Many schools have developed their own mentoring programs as well.

Additional information: (1) *provost.pitt.edu/pacwc/mentoring* and (2) *teaching.pitt.edu/mentoring-center*

Faculty Medical and Family Leave Policy

Pitt is proud to offer our faculty members a benefit that provides them with leave for medical (including pregnancy and childbirth), parental, and other family care purposes. Our 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-stream faculty members taking medical or family leave may request that the year in which the leave is taken not count toward the mandatory tenure review.

Detailed FAQs on this policy are at *provost.pitt.edu/faculty-medical-and-family-leave-fmfl-faqs*

Questions: *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, the University offers a variety of programs, services, and resources to help employees attain a healthy lifestyle. One such resource is the Center for Mindfulness and Consciousness Studies.

Pitt is an institutional member of the National Center for Faculty Development and Diversity (NCFDD)—a nationally recognized, independent organization providing online career development and mentoring resources for faculty, post-docs, and graduate students. NCFDD also offers a number of webinars on work/life balance, such as “Parenting and Productivity,” “What Happens When You Promise Time and Energy You Don’t Have?” and “How Faculty Manage Work and Family.”

Additional information: (1) *mindfulnesspitt.edu*; (2) *hr.pitt.edu/current-employees/work-life-balance*; and (3) *provost.pitt.edu/faculty/NCFDD*.

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

The Provost’s Advisory Committee on Women’s Concerns 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 and seeks to assist the Provost and the University community through its mandate.

Additional information: *provost.pitt.edu/pacwc*

Caregiving Across the Lifespan

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

Additional information: *provost.pitt.edu/pacwc/caregiving-across-lifespan*

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.

Additional information: *www.hr.pitt.edu/current-employees/benefits/education-benefits*

Other Benefits

Additional information available via the Office of Human Resources at *hr.pitt.edu/current-employees/benefits*.