BALANCING WORK AND FAMILY LIFE
• Our faculty is the key to our success for all of our missions.
• We want you to have a career that is productive and highly satisfying.
• We believe that our culture must support your efforts to achieve a balance between your work and personal lives.
• To help we offer the following:
Mentoring Resources

Trusted, Experienced Mentors Promoting Others (TEMPO)- A junior faculty mentoring program. You are paired with senior faculty who can support you towards achieving your academic and personal goals.
MENTORING RESOURCES

• Women in Medicine and Science (WIMS)

• All women faculty are automatically members of WIMS. WIMS provides support and community through networking, mentoring and professional development opportunities.
  www.upstate.edu/wim/
CAREER RESOURCES

• Stop The Tenure Clock (College of Medicine tenure eligible faculty)

• Specific factors make one eligible to request a stop to the tenure clock, e.g., childbirth, health, academic factors.

• A transparent process is followed to request a stop to the tenure clock for the Dean to consider.
• Part-time Service
  Faculty members may wish to perform their duties on a part-time basis.
• Chairs are encouraged to approve part-time requests when feasible.
• Part-time faculty enjoy most of the rights and privileges of full-time faculty, including eligibility for promotion and recognition awards.
FAMILY RESOURCES

Higher Education Recruitment Consortium (HERC)

• The largest higher education job board in the upstate region.

• Lists open faculty, staff and executive positions at 20 colleges and universities.

(www.upstatenyherc.org)
Dr. Sarah Loguen
CHILD CARE CENTER

• Less than one mile from the main campus

• Safe, stimulating, supportive environment

• Accredited by the National Association for the Education of Young Children.

• Offers childcare on weekdays, 6:30 am to 6 pm. Call 315-464-4438
Family Leave

Leaves for childbirth and adoption
Up to 6 months (Research Foundation employees) and 7 months (State employees).
www.upstate.edu/hr
Other Resources

Employee Assistance Program (EAP)

• Accessible, confidential counseling for any concerns

• Paid Time Off- 12 paid holidays per year.

• Vacation begins with 15 days per year (Research Foundation employees) or 16 days per year (State employees), and increases.
Other Resources

• Athletic Facilities, Recreation and Entertainment-
  Campus Activities Bldg. (CAB)
    [www.upstate.edu/campusactivities](http://www.upstate.edu/campusactivities)

• Pathway to Wellness Program
  Programs and resources that promote a culture of
  health and wellness
    [www.upstate.edu/health/wellness](http://www.upstate.edu/health/wellness)