

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.

CAREER RESOURCES

- 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

- Pathway to Wellness Program
Programs and resources that promote a culture of health and wellness

www.upstate.edu/health/wellness