BENEFITS

Many other benefits are available to help you and your family. Here are just a few of the programs you may need or want:

- The Sick Leave Income Plan allows you to use your available sick leave income up to three weeks per calendar year to care for a newly born, adopted, or fostered child, or to care for other family members, depending upon their circumstances.
- A special one-year, nonresident Tuition Differential Grant may be offered by a dean or executive officer for an immediate family member or newly recruited faculty.
- The ability to enroll adult dependents who meet the eligibility criteria as an Other Qualified Adult* in some of your benefit plans, including health and dental insurance.
- Flexible Spending Accounts for dependent care and health care allow you to set aside pre-tax dollars for certain out-of-pocket expenses.
- The Benefits Office website provides information on the features of the benefits plan offered by the University of Michigan, allowing you to create a program best suited to your needs and those of your eligible dependents.

A COMMITMENT TO FAMILIES

If you’re a prospective faculty member, you already know about the University of Michigan’s preeminent role in research and education. But you may not know about the wide variety of benefits we offer to you, your spouse or domestic partner, and your children and other family members.

The programs and resources described here are an important part of the University’s effort to assist faculty in balancing their roles.

*The OQA status was established after the University discontinued same-sex domestic partner benefits to comply with state law.
Whatever your circumstances, the University of Michigan provides a comprehensive set of policies, benefits, and resources to support you and your family.

There are many programs and resources at the University to assist faculty in balancing their roles. Here is a sampling of what is available:

**CHILDBIRTH AND ADOPTION**

As new parents, you may be eligible for:

- Paid leave
- Reduced teaching assignment to care for a newborn or newly adopted child (or children)*
- The exclusion of up to two countable years from your tenure probationary period for childbirth, adoption, or dependent care.*

**SPOUSES AND PARTNERS**

If your spouse or partner is looking for employment, you may take advantage of the Dual Career Program, one of the most comprehensive in the country. The program offers job search assistance in academic and non-academic settings*

* These policies and services focus on tenure track and tenured faculty members.

**CHILDREN, DEPENDENTS, AND CHILD CARE**

The University provides support for parents and caregivers, such as:

- Family Medical Leave Act
- Leaves of absence for childcare and other purposes
- Time off tenure clock
- Three U-M childcare centers
- Kids Kare at Home program for back-up emergency childcare
- Elder Care

**GENERAL SERVICES AND SUPPORT FOR FACULTY AND FAMILY**

There are a variety of support services available to you and your family, such as:

- The Work/Life Resource Center
- The Faculty and Staff Assistance Program
- The University Center for the Child and the Family
- The Turner Geriatric Clinic

**FOR MORE INFORMATION**

There are many resources in the University. To help you navigate the system, the Provost's Office maintains a website offering information and guidance: [www.provost.umich.edu/family](http://www.provost.umich.edu/family).

Please explore the website fully to learn about what is available to you and your dependents. If you have questions or need more information, contact your hiring unit.