



Welcome to the University of Oregon!

We are impressed with your professional acumen, and excited that you are considering our institution for the next phase of your career. As UO President Michael Schill recently stated: “We work at a human scale to generate big ideas.”

Inextricable from this goal is an unwavering commitment to promote leadership development, cultural pluralism, and inclusive excellence within the walls of our university, in the community, and beyond.

What does this mean for you? It means the UO is determined to help you integrate into a work and life environment founded on equity, diversity and inclusion. While the university has created and supported myriad programs to this end, we want to highlight a few that are potentially relevant to you: Dual Career Support, Child Care, and Benefits.

### **Dual Career Support**

We recognize that supporting dual career couples is key to the recruitment and retention of a diverse and dynamic faculty. We are committed to assisting dual career partners with their job searches and career transitions through a range of resources and opportunities tailored to the individual.

The University of Oregon employs a broad and progressive definition of domestic partnership, inclusive of marital and non-marital relationships, regardless of gender identity or expression.

The dual career liaison, located in the Office of the Provost, is available for consultations to assist partners in planning their job searches or career transitions. While employment is not guaranteed, the liaison will advise partners on developing an effective job search strategy. Services include:

- Introduction to the local/regional job market
- Contacts for networking and informational interviews
- Resources and advice for off-campus job opportunities
- Identification of on-campus job opportunities
- Information about further academic study
- Resumé/CV and cover letter reviews
- Career transition or relaunch advice

Dual career support works closely with the Division of Equity and Inclusion, the Office for Research and Innovation, and each of the schools and colleges. For more information, contact the dual career liaison at [dualcareer@uoregon.edu](mailto:dualcareer@uoregon.edu).

### **On-Campus Child Care**

Balancing work and family can present a challenge. The UO is cognizant of this fact, and whether you are a parent now or plan to be in the future, we would like you to know that university affiliated families have access to three childcare centers on campus. These centers provide care for preschool and elementary school-aged children. Priority is given to UO families. Waiting lists may be in place for certain age groups, due to the high demand for care.

- **Vivian Olum Child Development Center:** Priority to faculty and staff families; ages served 8 weeks to fifth grade
- **Moss Street Children's Center:** Priority to university student families; ages served 12 weeks to third grade
- **Co-op Family Center:** Priority to university student families; ages served 8 weeks to age 10

<https://hr.uoregon.edu/hr-programs-services/work-life-resources/family-resources/child-care>

## **Benefits: Insurance and Retirement**

### **Insurance**

The University of Oregon offers a comprehensive core benefits package that provides medical, dental, vision, and life insurance coverage. Plans include PPOs and HMOs.

Regardless of plan, UO contributes **95%** of monthly insurance premiums for faculty and eligible dependents (spouse, domestic partner, dependent children).

<https://hr.uoregon.edu/hr-programs-services/benefits/uo-group-insurance>

### **Retirement**

While getting hired is your priority at this time, UO wants to make sure you are prepared for retirement after a successful career. Upon completion of six full months of employment, you are eligible to receive a retirement plan benefit.

At the University of Oregon there are two different plans to choose from: Pension or Optional Retirement Plan (ORP). While different, both plans include a strong employer contribution and market investment options. We encourage you to take a closer look at how our retirement plans are an integral and highly valuable part of your compensation.

<https://www.opurp.org/tier-four-employees>

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*We acknowledge that we are here on Kalapuya Ilihi\_– the traditional indigenous homeland of the Kalapuya people who were here first and who will always be here. The Kalapuya were dispossessed of their indigenous homeland by the US government and white settlers over several years, but most notably in treaties between 1851 and 1855. Kalapuya peoples were forcibly removed to what are now the Grand Ronde and Siletz Reservations and are now members of the Confederated Tribes of the Grand Ronde Community and the Confederated Tribes of Siletz Indians, and continue to make important contributions in their communities, at the UO, and across the land we now refer to as Oregon.*