SUMMARY OF WORK-LIFE POLICIES AND BENEFITS FOR UMASS AMHERST FACULTY

Provided by the College of Natural Sciences

Partner Employment Program: Consideration of partner hire without a search in order to recruit or retain tenure-system faculty.

Tuition Remission: Tuition remission for faculty spouses and dependents at UMass and other Massachusetts public higher education institutions.

Sick Leaves: All faculty accrue and can use paid sick leave up to 15 days per year.

Sick Leave Bank: Faculty are automatically enrolled in the sick leave bank. If faculty do not have enough personal sick leave, they can draw on the bank for paid sick leave.

Family Sick Leaves: Paid leave for five days, 30 days, or one semester for care of family or household members who are seriously ill.

Unpaid Leaves: Leaves without pay may be granted for reasons of health, caregiving, professional development, or family need.

Bereavement Policy: Faculty have a right to four days of paid bereavement leave for the death of a family member, or one day for the death of a spouse’s family member.

Health Insurance: Faculty and their dependents are eligible for the health insurance of their choice; the university pays 80% of premiums after 60 days of employment.

Dental Insurance and Eye Care: After six months, MSP members are eligible for dental insurance at no cost, as well as discounts for eye exams, glasses, and contact lenses, through the Health & Welfare Trust Fund.

Health Care Spending Accounts: Faculty can enroll in pre-tax health-care spending accounts to pay for certain health expenses, reducing federal and state tax liabilities.

Domestic Partner Benefits: Limited benefits are available for those who choose not to marry.

Life Insurance: All faculty with health insurance receive $5000 of life insurance paid by the university, and can enroll at their own expense for additional life insurance.

Long-Term Disability Insurance: All faculty deemed insurable can enroll at their own expense in long-term disability insurance.

Paid Parental Leave: One semester paid leave immediately before, during, or immediately after the semester of the birth or adoption of a young child, for all tenure-system faculty and for full-time NTT faculty employed for three years.

Parental Postponement of Tenure Decision Year: Option to have a one-year delay on tenure-decision year for becoming a biological or adoptive parent of a child under five years of age.

Care Postponement of Tenure Decision Year: One-year delay on tenure-decision year related to the care of a family or household member who is seriously ill.

Dependent Care Assistance Program: Faculty can enroll in pre-tax dependent care accounts to pay for child-care expenses, reducing federal and state tax liabilities.

Child Care Assistance: A fund is dispersed to newly hired tenure track faculty to help subsidize child-care costs in their first three years of employment.

Center for Early Education & Care: Quality on-campus child-care for children (1.5 mos.–3 yrs.).

Most of these policies have particular requirements and limits that are detailed in the UMass-MSP Collective Bargaining Agreement or in the applicable university policies.

Links to more information on these and other policies and opportunities:

Faculty and Staff General Information:
www.umass.edu/gateway/audience/faculty-staff

Office of the Provost - Policies and Contracts:
www.umass.edu/provost/faculty-staff-resources/policies-contracts

Human Resources – Academic Year Faculty Information:
www.umass.edu/humanres/faculty-msp-academic-year

Massachusetts Society of Professors:
www.massprof.org/
Dual Career Candidates

UMass Amherst recognizes that many candidates will have partners who are also seeking employment. Although the university cannot guarantee job placement, efforts are made to help secure a position for partners. When the prospective faculty member indicates an interest in seeking employment for a spouse, the department takes the lead in collecting information regarding the career needs of the partner and connecting them to potential opportunities.

UMass Amherst Human Resources - Job Postings:
www.umass.edu/humres/job-applicants

The western Massachusetts region is home to 29 colleges and universities, including some of the nation’s most prestigious private schools. A list of some of the local colleges and universities is included for your exploration:

The Academic Career Network (ACN), at the Five College Consortium, exists to help campuses accommodate dual-career couples: https://www.fivecolleges.edu/acn. The network has a listserv you can join and an annotated map of colleges and universities within the region with links to their official job boards, including the schools listed below.

Five Colleges Consortium (local)
Amherst College, Amherst
Hampshire College, Amherst
Mount Holyoke College, South Hadley
Smith College, Northampton

Metro Springfield Universities (1/2 hour away)
American International College, Springfield
Bay Path University, Longmeadow
Cambridge College, Springfield
Elms College, Chicopee
Springfield College, Springfield
Western New England University, Springfield
Westfield State University, Westfield

Community Colleges (1/2 hour away)
Greenfield Community College, Greenfield
Holyoke Community College, Holyoke
Springfield Technical Community College, Springfield

Other Nearby Colleges in Massachusetts
Clark University, Worcester (1 hr.)
UMass Medical School, Worcester (1 hr.)

Nearby Colleges in Connecticut
Yale University, New Haven (1 hr. 50 minutes)
Wesleyan University, Middletown (1 hr. 20 minutes)
University of Connecticut, Storrs (1 hr. 25 minutes)
Trinity College, Hartford (1 hr. 10 minutes)
Connecticut College, New London (2 hrs.)

Nearby Colleges in Vermont
Bennington College, Bennington (1 hr. 30 minutes)
School for International Training Graduate Institute, Brattleboro (50 minutes)
Southern Vermont College, Bennington (1 hr. 30 minutes)

Links about employment in the Pioneer Valley

The Pioneer Valley is the colloquial name for the U.S. Commonwealth of Massachusetts portion of the Connecticut River Valley. The Pioneer Valley region is within three counties in Massachusetts that collectively feature much of New England’s most fertile farmland. Springfield, Massachusetts, is the region’s urban center. en.wikipedia.org/wiki/Pioneer_Valley

The Pioneer Valley of western Massachusetts has great natural beauty and a vibrant local, living economy made up of independent businesses, family farms, educational institutions, and active community organizations. It’s a rich and diverse culture. www.pvlocalfirst.org/

Western Massachusetts is home to more than 30,500 businesses. Nearly 30,000 of these have less than 100 employees while more than 500 have workforces ranging from 100–1,000 personnel. Listed here are the region’s largest employers, rated by workforce size. www.westermassedc.com/Data_Demographics/companies/