



# Welcome to the University of Oregon!

*We are thrilled that you are considering our institution for the next chapter of your career.*

We appreciate your remarkable accomplishments and potential to generate new possibilities at the University of Oregon—in a location where snow-capped mountains, forests, rivers, and scenic coastlines are fundamental to many of our daily learning experiences and where we hope you can be happy, energized, and inspired.

Diversity of expertise, experiences, and thought is critical to the work on UO's campus. We prioritize creating diverse learning environments where faculty actively seek to inspire and mentor students of all backgrounds and collaborate with each other and those in the community.

Here's what that means for you: The UO, a top comprehensive public research university dedicated to exceptional teaching, research, and service, is determined to help you integrate into a work and life environment founded on equity, diversity, inclusion, and belonging. While the university has created and supported myriad programs to this end, we want to highlight a few that are potentially relevant to you: Faculty Development, Dual Career Support, Child Care, and Benefits.

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## New Faculty Development

We are committed to rich, engaging programming that ensures our faculty feel supported by the University, find their community, and are able to continually grow across their career as teachers, mentors, scholars and leaders. The Office of the Provost offers programs, workshops, and trainings for faculty and unit heads, with special attention to moments of transition. For more information, see <https://provost.uoregon.edu/faculty-development>

## 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:

- Resources and advice for off-campus job opportunities
- Identification of on-campus job opportunities
- Information about further academic study
- Resume/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, see <https://provost.uoregon.edu/dual-career-support>

### Office of the Provost

Johnson Hall, room 202, Eugene or 97403-1258  
541-346-3186 | FAX 541-346-2023 [provost.uoregon.edu](https://provost.uoregon.edu)

*An equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with disabilities act*

## On-Campus Child Care and Other Family Resources

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. For information on this and other family resources, see <https://hr.uoregon.edu/family-resources>

## Insurance

The University of Oregon (UO) offers a comprehensive benefits package to all eligible employees (.50 FTE or more and expected to work at least 90 days) that includes options best suited to their needs and the needs of their family.

The UO contributes 95% of monthly premiums for core benefits (medical, vision, dental and basic life insurance) for employees and eligible dependents. Eligible dependents include, spouse, domestic partner and children up to age 26. A variety of PPO and managed care plans are available to choose from.

In addition to the core benefits, a variety of optional benefit plans (life insurance, Accidental Death & Dismemberment, Short and Long Term Disability, etc) are also available. Employees pay 100% of monthly premiums for optional benefits. For more information, see <https://hr.uoregon.edu/new-employee-benefits-resource-center>

## Retirement

While getting hired is your priority at this time, UO wants to make sure you are prepared for retirement after a successful career. We encourage you to take a closer look at how our retirement plans are an integral and highly valuable part of your compensation.

University of Oregon (UO) employees have several retirement plan options. Upon completion of six full months in an eligible position, you may eligible to enroll in either the state pension system, Oregon Public Service Retirement Plan (OPSRP) or the Optional Retirement Plan (ORP) through TIAA or Fidelity. While different, both plans include a strong employer contribution and market investment options. For more information, see <https://www.opurp.org/tier-four-employees>

The UO also offers two voluntary retirement savings plans which provide you with a way to increase your retirement income through regular, planned investing. You determine how much to save each month, and your contributions are made to your account through payroll deductions. For more information, see <https://hr.uoregon.edu/voluntary-retirement-plans>

The University of Oregon is located on Kalapuya ilih, the traditional indigenous homeland of the Kalapuya people. Following treaties between 1851 and 1855, Kalapuya people were dispossessed of their indigenous homeland by the United States government and forcibly removed to the Coast Reservation in Western Oregon. Today, Kalapuya descendants are primarily citizens of the Confederated Tribes of Grand Ronde and the Confederated Tribes of Siletz Indians, and they continue to make important contributions to their communities, to the University, to Oregon, and to the world.

In following the Indigenous protocol of acknowledging the original people of the land we occupy, we also extend our respect to the nine federally recognized Indigenous nations of Oregon: the Burns Paiute Tribe, the Confederated Tribes of the Coos, Lower Umpqua and Siuslaw Indians, the Confederated Tribes of the Grand Ronde, the Confederated Tribes of Siletz Indians, the Confederated Tribes of the Umatilla Indian Reservation, the Confederated Tribes of Warm Springs, the Coquille Indian Tribe, the Cow Creek Band of Umpqua Tribe of Indians, and the Klamath Tribes. We express our respect to the many more tribes who have ancestral connections to this territory, as well as to all other displaced Indigenous peoples who call Oregon home. Hayu masi.

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