

Faculty & Librarians: All Benefits Offerings

This group includes: All full-time and regular part-time tenure-stream and non-tenure-stream faculty and librarians Faculty & Librarians in roles not eligible for the Union of Pitt Faculty.

	Full-time, Regular	Part-time, Regular*	Part-time, Regular^	Temporary
Medical Plans				
Vendor: UPMC Health Plan				
Panther Gold	✓ ¹	✓ ¹	✓	✗
Panther PPO	✓ ¹	✓ ¹	✓	✗
Panther Basic QHDH with Optional HSA Only ²	✓ ¹	✓ ¹	✓	✓ ²
Dental				
Vendor: United Concordia				
Concordia Plus Managed Care (PA Only) DHMO	✓	✓	✓	✗
Concordia Flex I	✓	✓	✓	✗
Concordia Flex II	✓	✓	✓	✗
Vision				
Vendor: Davis Vision by MetLife				
Fashion Excellence	✓	✓	✓	✗
Designer Gold	✓	✓	✓	✗
Flexible Spending Accounts				
Vendor: UPMC Benefit Management Services (BMS)				
Health Care	✓	✓	✗	✗
Dependent Care	✓	✓	✗	✗
Qualified Commuter Expense; Parking	✓	✓	✗	✗
Qualified Commuter Expense; Mass Transit	✓	✓	✗	✗
Life Insurance				
Vendor: The Hartford				
Basic Life and AD&D	✓	✓	✗	✗
Optional Life	✓	✓	✗	✗
Optional AD&D	✓	✓	✗	✗
Dependent Life; Child(ren)	✓	✓	✗	✗
Dependent Life; Spouse/Domestic Partner	✓	✓	✗	✗
Retirement Savings				
Record Keeper: TIAA				
Defined Contribution plan (with University match)	✓	✓	✗	✗
Universal Availability (Supplemental Contributions)	✗	✗	✓	✓
Education				
Administrator: OHR Benefits Department				
Tuition discount for self	✓	✓	✗	✗
Tuition discount for spouse/domestic partner	✓	✓	✗	✗
Tuition discount for dependent child(ren)	✓	✗	✗	✗
Care.com Membership				
Vendor: Care.com				
Premium, unlimited membership access to the Care.com network	✓	✗	✗	✗
PittPerks				
Administrator: Corestream				
Access to a broad range of discounts	✓	✓	✓	✗
Access to voluntary benefits at group rates	✓	✓	✓	✗
Employee Assistance Program				
Vendor: UPMC Life Solutions				
Access to LifeSolutions which provides a broad range of services to assist University employees and their household members	✓	✓	✓	✓

¹Individuals who do not elect a medical plan will receive a \$50 monthly credit

²In compliance with the Affordable Care Act (ACA), individuals who are working an average of 30 or more hours of service per week during their applicable measurement period will be offered the Panther Basic PPO medical plan with an optional Health Savings Account (HSA)

*tenured or tenure-stream faculty and librarians, who are employed at least half-time

^non-tenure stream faculty and librarians

Attention:

• Part-time faculty (not grandfathered) not yet eligible for the Union of Pitt Faculty are not eligible for University benefits.