

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. ⁴
Please note: Part-time faculty (not grandfathered) not yet eligible for the Union of Pitt Faculty are not eligible for University benefits.

	Tenured, Tenure Stream or Appointment Stream (Non-	Tenured or Tenure Stream	Appointment Stream (Non-Tenured)	N/A
Assignment Category	Full-time, Regular	Part-time, Regular	Part-time, Regular	Temporary
Full Time Equivalence	1	.50 - .99	.01 - .99	See footnote ₂
Summary Guide to Benefits	PDF	PDF	PDF	See medical plan link below
Medical Plans Vendor: UPMC Health Plan				
Panther Gold	✓ ¹	✓ ¹	✓	✗
Panther PPO	✓ ¹	✓ ¹	✓	✗
Panther Basic QHDH with Optional HSA Only ²	✓ ^{1,3}	✓ ^{1,3}	✓ ³	✓ ^{2,3}
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: Core Stream				
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)

³In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther Basic are not eligible to participate in/contribute to the Health Care Flexible Savings Account.

⁴ Includes School of Medicine Faculty & Librarians, Dental School Exceptions, Granfathered Faculty & Librarians, UPP/UPP2 Dual Employed Physicians and excluded job titles.