



# Faculty Work/Life and Family Resources

[northwestern.edu/hr/work-life/faculty.html](http://northwestern.edu/hr/work-life/faculty.html)

## A Message from the Provost

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Northwestern is committed to ensuring that new and continuing faculty members have the information and resources they need to acclimate to Northwestern and succeed in their careers. The Office of the Provost and the HR Well-being Programs team can help all faculty navigate life's opportunities and challenges, providing tailored assistance and connections for you to be your best at work and at home. From the faculty family leave policy and childcare and senior care benefits to the Faculty Wellness Program, our policies and resources support faculty excellence, career satisfaction, and well-being.

Kathleen Hagerty

## Work/Life-Related Policies

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### Policy on Faculty Family Leave

Northwestern provides paid family leave to eligible faculty for childbearing, adoption, and child-rearing. Faculty should consult this policy's website for information and FAQs about types and length of leave, eligibility, and the application process.

[northwestern.edu/provost/policies/faculty-leaves/fac-family-leave.html](http://northwestern.edu/provost/policies/faculty-leaves/fac-family-leave.html)

### Policy on Extension of the Probationary Period for Tenure-Track Faculty

Faculty members may request extensions of their probationary period for birth, adoption, or child-rearing or in cases where other circumstances have arisen to interfere substantially with research and/or other projects that faculty members must submit as part of tenure review.

[northwestern.edu/provost/policies-procedures/faculty-promotion-and-tenure/probationary-period-for-tenure-track-faculty.html](http://northwestern.edu/provost/policies-procedures/faculty-promotion-and-tenure/probationary-period-for-tenure-track-faculty.html)



## Resources for New Faculty Members

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Resources are available to help you plan your move, find housing, and settle in.

### Relocation Resources

Find information about Evanston and the Chicago area, housing options, real estate agents, and movers.

[northwestern.edu/hr/benefits/discounts-transit/relocation/index.html](http://northwestern.edu/hr/benefits/discounts-transit/relocation/index.html)

### Faculty Resources

Find an onboarding checklist for new faculty, information on living in Evanston and the Chicago area, and resources for career development and for teaching and research.

[northwestern.edu/provost/faculty-resources](http://northwestern.edu/provost/faculty-resources)

### Support for Dual Careers

The Higher Education Recruitment Consortium (HERC) includes job search postings, tools, and resources to assist dual-career couples.

[hercjobs.org/regions/higher-ed-careers-il-wi-in](http://hercjobs.org/regions/higher-ed-careers-il-wi-in)

# Taking Care of Your Family

Northwestern offers a variety of family support programs to help with finding childcare, senior care, and other services for your family.

## CONNECTING WITH CAREGIVING RESOURCES

**Cariloop** Receive assistance in finding the caregiving resources needed to manage care transitions and life events, including childcare, senior care, and assistance with family members who have special needs. A comprehensive caregiving facilitator, Cariloop pairs licensed and certified healthcare coaches with clients. [plan.cariloop.com/employer/nwu](http://plan.cariloop.com/employer/nwu)

**Care.com** Access a University-paid membership with Care.com. Search the site's extensive database of childcare, adult and senior care, and pet care providers. Find help with homework and light housekeeping, process payments electronically, and more. [northwestern.edu/hr/benefits/work-life/finding-childcare/selecting-childcare/care.com-membership.html](http://northwestern.edu/hr/benefits/work-life/finding-childcare/selecting-childcare/care.com-membership.html)

## CHILDCARE, EARLY CHILDHOOD EDUCATION, SCHOOLS, AND CAMPS

**Centers, Schools, and Camps** Learn about Evanston and Chicago childcare and early education centers, K–12 schools, and summer camps, including those that offer priority enrollment and discounts for Northwestern faculty. [northwestern.edu/hr/benefits/work-life/finding-childcare/index.html](http://northwestern.edu/hr/benefits/work-life/finding-childcare/index.html)

**Sitters and Tutors Network** Find student-provided sitting and tutoring services through this website. [sitters-tutors.northwestern.edu](http://sitters-tutors.northwestern.edu)

**Childcare Referral** Access all state-licensed childcare options (including home daycares), camps, and before- and after-school programs through Illinois Action for Children. Northwestern's dedicated resource and childcare referral specialist, IAFC can also provide additional information such as confirmed openings and financial assistance options. Childcare provider referrals are based on your family's search criteria. [northwestern.edu/hr/benefits/work-life/finding-childcare/selecting-childcare/illinois-action-for-children.html](http://northwestern.edu/hr/benefits/work-life/finding-childcare/selecting-childcare/illinois-action-for-children.html)



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## DEPENDENT CARE FINANCIAL ASSISTANCE

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| <b>Portable Caregiving Grant</b>                           | Eligible faculty can receive a grant of up to \$1,500 to help offset caregiving costs for dependent children and adult or senior dependents.  | <a href="https://northwestern.edu/hr/benefits/work-life/paying-for-childcare/portable-caregiving-grant.html">northwestern.edu/hr/benefits/work-life/paying-for-childcare/portable-caregiving-grant.html</a>                             |
| <b>Childcare Fee Assistance</b>                            | Northwestern allocates funds for fee assistance at community childcare centers to eligible faculty.   | <a href="https://northwestern.edu/hr/benefits/work-life/paying-for-childcare/childcare-fee-assistance.html">northwestern.edu/hr/benefits/work-life/paying-for-childcare/childcare-fee-assistance.html</a>                               |
| <b>Dependent Care Flexible Spending Account</b>            | Eligible faculty can make pretax contributions to pay for dependent care and apply for Northwestern matching funds.   | <a href="https://northwestern.edu/hr/benefits/health-insurance/spending-and-saving-accounts/dependent-care-fsa/index.html">northwestern.edu/hr/benefits/health-insurance/spending-and-saving-accounts/dependent-care-fsa/index.html</a> |
| <b>Backup Childcare</b>                                    | When regular childcare falls through, eligible employees may access Northwestern's subsidized backup childcare program, offered through Care.com, to find vetted in-home or center-based backup care providers at subsidized rates. | <a href="https://northwestern.edu/hr/benefits/work-life/finding-childcare/backup-care/index.html">northwestern.edu/hr/benefits/work-life/finding-childcare/backup-care/index.html</a>   |
| <b>Dependent- and Elder-Care Professional Travel Grant</b> | This taxable grant offers funds for qualified short-term dependent- and elder-care expenses incurred when traveling to and attending meetings, conferences, or other professional development opportunities.                        | <a href="https://northwestern.edu/provost/faculty-resources/funding-opportunities/dependent-care-travel-grant.html">northwestern.edu/provost/faculty-resources/funding-opportunities/dependent-care-travel-grant.html</a>               |

## LACTATION ROOMS

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| <b>Lactation Rooms</b> | Northwestern provides dedicated lactation rooms throughout the Evanston and Chicago campuses. Faculty and guests can reserve rooms by contacting <a href="mailto:lactation@northwestern.edu">lactation@northwestern.edu</a> . | <a href="https://northwestern.edu/hr/benefits/work-life/lactation-support/index.html">northwestern.edu/hr/benefits/work-life/lactation-support/index.html</a> |
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## OTHER FAMILY SUPPORT BENEFITS

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| <b>Adult and Senior Care Program</b>     | Access to expert senior-care advisers, on-site professional and peer group support, and subsidized backup care for faculty members who have adult or senior caregiving responsibilities.  | <a href="https://northwestern.edu/hr/benefits/work-life/senior-adult-care/index.html">northwestern.edu/hr/benefits/work-life/senior-adult-care/index.html</a>         |
| <b>Adoption Assistance Reimbursement</b> | Reimbursement of qualified adoption-related expenses for eligible faculty.  | <a href="https://northwestern.edu/hr/work-life/adoption-assistance/index.html">northwestern.edu/hr/work-life/adoption-assistance/index.html</a>                       |
| <b>Tuition Benefits</b>                  | Significant financial assistance is available to faculty taking university-level courses at Northwestern or other accredited institutions. In addition, tuition benefits are available for dependent children and spouses for undergraduate university courses at Northwestern and other FAFSA-listed institutions. | <a href="https://northwestern.edu/hr/benefits/tuition/index.html">northwestern.edu/hr/benefits/tuition/index.html</a>   |
| <b>Pet Insurance</b>                     | Protection against unplanned veterinarian expenses for dogs and cats.   | <a href="https://northwestern.edu/hr/benefits/discounts-transit/pet-insurance/index.html">northwestern.edu/hr/benefits/discounts-transit/pet-insurance/index.html</a> |

# Managing Stress and Living a More Healthy Life

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The University provides resources to contribute to professional success and personal well-being.

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| <b>Faculty Wellness Program</b>    | Provides assistance for full-time faculty members who are experiencing difficulties in their professional or personal lives. For more information, contact <a href="mailto:facultywellness@northwestern.edu">facultywellness@northwestern.edu</a> .  | <a href="https://northwestern.edu/faculty-wellness">northwestern.edu/faculty-wellness</a>   |
| <b>Ombuds</b>                      | Confidential and informal assistance for resolving University-related concerns. Services include facilitating communication, providing referrals, and consulting on conflict resolution and University policies and procedures.  | <a href="https://northwestern.edu/ombuds">northwestern.edu/ombuds</a>   |
| <b>Employee Assistance Program</b> | For faculty, staff, and their household members (including children and dependents up to age 26 living outside of the home). The EAP provides a network of emotional- and mental-health support services, including short-term counseling, to help address everyday life challenges in a confidential, professional, and supportive manner. The confidential toll-free number is 888-881-5462. | <a href="https://northwestern.edu/hr/benefits/well-being/programs/employee-assistance-program/index.html">northwestern.edu/hr/benefits/well-being/programs/employee-assistance-program/index.html</a> |
| <b>Well-Being Programs</b>         | A wide variety of programs, services, discounts, and resources to help you make thoughtful, informed choices to support your physical, financial, and emotional well-being.  | <a href="https://northwestern.edu/hr/benefits/well-being/index.html">northwestern.edu/hr/benefits/well-being/index.html</a>   |



## Contact Us for More Information

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To schedule a personal meeting with a well-being consultant or to learn more about the assistance, advice, and connections the HR Well-being Programs team can provide, visit [northwestern.edu/hr/work-life/faculty.html](https://northwestern.edu/hr/work-life/faculty.html) or email [wellbeing@northwestern.edu](mailto:wellbeing@northwestern.edu).