



Benefits and Resources

The University of Houston faculty members enjoy many personal and professional benefits. As university employees they are offered an excellent benefits package, which includes medical, dental, life, accident, short-term disability, long-term disability, and long-term care insurance, and flexible spending accounts. Optional benefits include accident, cancer, critical illness and hospital protection plans as well as universal life with long-term care. Medical coverage is provided through the Employees Retirement System of Texas (ERS) at no cost to full-time benefits-eligible faculty and staff. Dependent medical coverage and other insurance coverage are available at group rates. Policies are in place to assist faculty men and women who become parents. UH offers a variety of tax-deferred and post-tax retirement savings options, and numerous resources to support your overall well-being.

In addition to the personal benefits mentioned above, there are numerous professional resources and opportunities. At the University of Houston, faculty members have access to a world-class libraries, cutting-edge research facilities, advanced technology, graduate student assistance, and a variety of programs to help them excel at teaching, research, and service.

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PROFESSIONAL DEVELOPMENT

The Office of Faculty Engagement and Development (FED) provides resources to support growth in teaching proficiency and effectiveness, successful faculty career progress, research productivity, and service to the University. Professional development is supported at all stages of faculty careers and for all faculty groups, including actively promoting existing opportunities for professional development.

Provost's Travel Fund is a source of travel support for tenured/tenure-track faculty members and librarians to present peer-reviewed research findings or creative work at professional meetings with a national or international audience.

Global Faculty Development Fund helps faculty to defray the costs of engaging in innovative global activities.

Talent Development: The Department of Human Resources Talent Development unit offers staff and faculty classes and resources on leadership and management.

RESEARCH

UH Division of Research is the support system for the innovative work of our faculty, providing comprehensive resources and services for university research endeavors.

Animal Care Operations (ACO) provides professional veterinary medical, husbandry, and proposal review services.

National Research Centers leads eleven externally-funded centers, comprising numerous collaborations with other universities and industry.

UH Centers and Institutes: There are over 25 college centers and institutes across UH that conduct research.

The Office of Contracts and Grants assists faculty in submitting proposals and managing their awards.

UH Research Integrity and Oversight supports and educates the research community in all areas of compliance with federal regulations in areas concerning human subjects, animal subjects, conflicts of interest, grant congruency, and responsible conduct of research.

TEACHING

Faculty and Departmental Instructional Support (FDIS) provides professional support services to faculty with guidance in the use of technology needed in the online environment and in the traditional classroom.

Innovative Teaching: The University provides faculty with funding and resources to develop innovative teaching.

Technology: UH provides a growing list of educational technologies to improve the delivery of face-to-face, hybrid, and online courses.

UH Writing Center supports student writers through ongoing partnerships with faculty and staff across campus.

UH Libraries enhance student learning, contribute to the development of scholarly research and creative output.

University Information Technology provides technology equipment, telephone services, and video conferencing assistance.

UH Dean of Students helps students chart a path toward success and well-being, overcoming barriers as they arise and ensuring that the proper support services are being utilized.

Faculty Awards: The Office of the Provost is proud to sponsor a number of faculty awards, with the vision of promoting and recognizing excellence.

Justin Dart, Jr. Student Accessibility Center provides academic accommodations and support services for students with disabilities.

Veteran Services empowers new and current student-veterans, as well as Reserve, Guard, and Active Duty personnel, and their eligible dependent family members.

FAMILY RELATED RESOURCES

Dual Career Program: Recognizing dual career partner assistance is a crucial element in recruiting and retaining excellent faculty, UH has a program that offers assistance to qualified couples.

Lactation Rooms: UH has accessible lactation rooms across campus.

Family and Medical Leave Act provides eligible employees, including faculty, with up to twelve (12) weeks of job-protected, unpaid leave for qualifying family and medical situations.

Sick Leave Pool : This pool is designed to ease the difficulties faced by an employee and their family when a catastrophic illness or injury forces the employee to exhaust all earned leave and lose their compensation.

MEDICAL & LIFE BENEFITS

University of Houston faculty and staff enjoy a comprehensive choice of insurance plans, including medical, dental, vision care, life, accident, short-term disability, long-term disability, long-term care insurance, and flexible spending accounts. Optional benefits include accident, cancer, critical illness, and hospital protection plans, as well as universal life with long-term care. Medical coverage is provided through the Employees Retirement System of Texas (ERS) at no cost to full-time benefits-eligible faculty and staff. Dependent medical coverage and other insurance coverage are available at group rates.

UH RETIREMENT TRS & ORP SUPPLEMENTAL

Teacher Retirement System (TRS): Eligible employees can participate in TRS, which is a traditional defined benefit pension plan that provides formula-based retirement annuities.

Optional Retirement Program (ORP): Eligible employees may elect to participate in the Optional Retirement Program (ORP) as an alternative to TRS.

403(b) Plan: Allows employees to defer some of their income on an after tax basis with earning growing tax free.

457 Plan : A deferred compensation plan that allows employees to defer a portion of their income and deposit it with approved retirement vendors.

HEALTH AND WELLNESS RESOURCES

A.D. Bruce Religion Center is a non-denominational facility offering programs and activities in many different spiritual traditions with an emphasis on Interfaith Dialogue.

UH Campus Recreation & Wellness Center is a state-of-the-art facility that promotes health and wellness. Faculty membership rates are available.

Catapult Health provides checkups that are completely virtual and available at no cost to eligible HealthSelect medical plan participants over the age of 18.

CoogsCare lists a variety of resources and training that support the mental health and emotional well-being of our faculty, staff, and students.

Counseling and Psychological Services (CAPS) provides mental health services to students.

Dental Services: UH hosts an on-campus dental office with licensed professionals who provide students, faculty, and staff with affordable and high-quality.

Employee Assistance Program (EAP) is AllOne Health is available 24/7 to benefits-eligible employees and their dependents are entitled to 3 free counseling sessions per issue per year.

Hello Heart is a program that helps to track, manage, and improve cardiovascular health at no cost to eligible employees.

Hinge Health provides a no-cost digital, physical therapist who offers a program to manage musculoskeletal conditions.

Learn to Live is an online, on-demand, self-paced mental health service grounded in cognitive behavioral therapy.

UH Eyecare Health is an on-campus center that offers affordable, comprehensive primary care services in one convenient location.

Power Up Wellness is a wellness initiative that offers weight management programs such as Weight Watchers and Real Appeal, an online weight loss program available to HealthSelect plan members.

CHILD CARE, EDUCATION, AND SUMMER CAMPS

UH Children's Learning Centers is an on-campus NAEYC-accredited childcare facility that focuses on early childhood education.

UH Summer Camps are offered for all ages, in a wide range of interests and specialties, including sports, music, STEM, pharmacy, art, architecture, business, and recreation.

EMPLOYEE PERKS

Employee Discounts: Staff and faculty have access to discounts on local products and services.

PerkSpot is a free online discount program available to UH faculty and staff, offering exclusive deals on a variety of national and local products and services.

EVENTS AND ENTERTAINMENT

UH Calendars and Events are a single place to learn about and plan for upcoming campus events such as football games, theatre performances, and concerts. Many campus events are free or offer faculty members discounts.

UH Athletics hosts NCAA-sanctioned sports, including football, men's/women's basketball, baseball, golf, women's swimming, track and field, volleyball, soccer and softball.

Blaffer Art Museum hosts exhibitions and programs are free and open to the public.

Cynthia Woods Mitchell Center for the Arts hosts collaborations in the performing, visual and literary arts. Many events are free.

UH Moores School of Music educates and trains professional performers and teachers, but it also serves the community at large with public concerts and class offerings. Priced affordably.

UH School of Theatre and Dance offers a full schedule of performances each year, featuring nationally renowned dance faculty. The program provides an opportunity to see wonderful works on stage at an affordable price.