

**Senate Benefits and Welfare Committee
University of Pittsburgh
Minutes of January 7, 2010 Meeting**

Conference Room B, Falk Library, Scaife Hall

Topic	Discussion	Action to be Taken
Call to Order	P. Weiss called the meeting to order at 10:06 AM	
Committee Business (P. Weiss)	<p>1. Review of minutes from Nov. 12, 2009 meeting. No questions or comments</p> <p>2. Guest meeting locations February 4th meeting to be held at the Langley Library, Room A214A Executive Conference Room</p> <p>March 4th meeting will be held at Dental School at Salk Hall</p>	
Benefits Office Report (N. Gilkes)	<p>1. Report about H1N1 front page of <i>University Times (UT)</i>. Page 6 of <i>UT</i> featured Pitt Benefits ad highlighting the Weight Race and H1N1 Clinic. J. Kozar hopes to send a mass announcement regarding the Clinic to alert the Pitt Community.</p> <p>2. Vendors will fund the new Benefits ad page in the <i>UT</i>, which includes vendor contact information. The paper goes out via email as well as print. Not all features appear in email, will the vendor information appear online? Briefly discussed the sponsor at the bottom of the page. Impressed with timeliness and the important information that is featured.</p> <p>No further comments or questions</p>	

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<p>Today's Topic #1: E. Strotmeyer Update regarding Child and Dependent Care Subcommittee of the University Senate ad hoc Committee for the Promotion of Gender Equity</p>	<p>Initiative for 2009/10 Academic Year</p> <p>Main interest is in child care and the development of Dependent Care at the University</p> <p>Subcommittee is trying to benchmark what Pitt currently offers for dependent care benefits versus comparable institutions</p> <p>1. Elder Care: two sessions have been offered on campus, video of these presentations found at http://mediasite.cidde.pitt.edu/mediasite/Catalog/?cid=0a67d9e389e3454f8aee11feb31c967f</p> <p>Life Solutions – working closely with the Institute of Aging, offers benefits to employees allowing individuals to balance work/life issues. Life Solutions offers a product called Work Life Services, can be helpful in locating Elder Care facilities in a particular area.</p> <p>Long Term Care at Pitt allows for parents of employees to purchase long-term care at group rates. Subject to completion of Evidence of Insurability but can be a very valuable benefit.</p> <p>Pitt has a very progressive list of experts in the area of Elder care. Consultations are being made with the experts at Pitt then compared across the board with other academic institutions and best recommended practices.</p> <p>2. Proactive attempts at assisting women so they can breast pump while at work. There are currently two known areas on campus (Nursing and Medicine). With limited locations breast pumping has been a challenge for students, faculty, and staff with space issues such as if one does not have an office or private space. A Senate resolution was passed making space available last year. With limited space on campus a list needs to be created of available locations to pump. The Subcommittee has asked the Faculty Assembly to inform them if units are not following the recommendation or if individuals have issues obtaining space. Spatial need requirements include a private space and electricity. Identifying space is difficult, no real solution. Facilities Management would be willing to identify space when complaints occur. This issue was also brought up at a Faculty Assembly.</p>	

	<p>3. Evaluating University Child Development Center changes</p> <p>The Kindergarten room has been closed and new Infant room has opened in the renovated space. According to Mary Beth McCulloch, Director of the University Child Development Center, there are six infant spots. Space is an issue given the size of cribs and the room. An additional two cribs could be added. The waiting list needs to be updated; those that have not responded to the annual 2010 update need to be taken off; list is very long; list is a work in progress though it could be whittled down and names could be removed.</p> <p>Discussion followed by R. Frisch regarding University Child Development Center. R. Frisch worked closely with Mary Beth McCulloch to close the kindergarten and open the infant care area. R. Frisch spoke about infant care area and the spatial issues. He also spoke about the accreditation process and the State Certification, training of the staff that was needed and that Pitt was awarded a “Keystone Stars” award for the infant care area. The wait list is very competitive. E. Strotmeyer has heard about women on campus with child/infant care needs who find local establishments for care; this in turn has altered their work to an extent. There are no statistics on faculty or staff with child care needs who decide to leave Pitt or not accept a position because of a child care issue</p> <p>Brief discussion on Elder Care/ Child Care followed. With the evolution of society Baby Boomers are dealing with elderly parents in their 90s. Funding of Medicare is a major avenue at the moment unfortunately there are no answers to these pressing issues. The University continues to expand services; Pitt is recognized nationally with research expertise in aging and geriatrics.</p>	
<p>Today’s Topic #2 Sandra Caffo, Senior Director, Life Solutions</p>	<p>Life Solutions, an independent contract vendor, bundled into UPMC health care plans. Life Solutions provides a broad range of services to assist faculty, staff, and their household members to balance work and the stresses of daily life. The services are provided at no cost. A few of their services include 24/7 Crisis contact, WorkLife referrals, Counseling and Coaching, Disability and Family Leave, Short term intervention/resolution. Excellent connection to the Pittsburgh community in terms of connecting people to other resources.</p> <p>Referrals are made with in the UPMC health plan. Their approach is understanding human behavior and relationships. Life Solutions is an Employee Assistance Program (EPA) or Faculty and Staff Assistance Program (FSAP) which developed out of the drug and alcohol issue. Life Solutions finds practical solutions to everyday concerns. They try to help employees be more productive by not having to focus on personal issues while at work, which can hinder productivity.</p>	

	<p>Individuals needing assistance can access Life Solutions online at www.pr.pitt.edu/lifesolutions, in person or through 24/7 telephone support. Counseling sessions are offered in person or over the telephone. Individuals receive up to 6 sessions, if additional assistance is needed a referral is made to another qualified professional.</p> <p>In addition Life Solutions offers workshops, skill building, and assistance with finding child or elder care in the Pittsburgh area.</p>	
Adjournment	P. Weiss adjourned the meeting at 11:34 AM.	

Members attending:

Founds S, Frisch R, Gilkes N, Holland JG, Kane I, Lave JR, Riccelli A, Rinaman L, Robertson RJ, Scott MC, Strotmeyer ES, Weiss PM, Wolfe H

Also attending:

Sandra Caffo, Senior Director, LifeSolutions