



QUICK REFERENCE GUIDE TO BENEFITS AND SUPPORT PROGRAMS FOR REGULAR FACULTY AND LIBRARIANS

The University of Victoria is committed to the health and well being of the members of the UVic community. We've designed benefit plans, programs and policies to support our faculty members, librarians and their families through the transition to life in Victoria.

PROGRAMS

Spouse/Partner Employment Assistance

If you have a partner who is an academic and who will be seeking employment, please bring this to the attention of the Chair/Dean/University Librarian at the earliest possible opportunity so that they can work with you to explore employment options. If you have a partner who will be seeking other types of employment, your Dean/University Librarian may access support for you through Faculty Renewal. The support may include career exploration and decision-making, review and revision of work search tools such as cover letters and resumes, work search strategies for the local labour market, interviewing techniques and employer research and contacts. Contact fraasec@uvic.ca for more information.

Housing Loan

Eligible faculty and librarians who are new to Victoria may apply for a \$50,000 five-year interest-free housing relocation and purchase loan.

Off Campus Housing Registry

This free on-line service for temporary and permanent rental housing includes many sabbatical leave rentals.

Maternity, Parental and Adoption Leave

For more detailed information please see Article 49 of the Collective Agreement.

BENEFITS

For a complete description of plans, eligibility requirements and current costs, check the Regular Faculty and [Librarian Staff Handbook](#) or contact the Human Resources Benefits Staff at (250) 721-6522 and they will be happy to assist you.

Pension Plan

- Provides an income upon retirement with a variety of payout options, providing you with flexibility.
- Early retirement option beginning at 55 years of age.
- Canada Pension Plan and Old Age Security Plan are provided by the Government of Canada. You may also be eligible for a pension from your country of origin or from your previous employer.
- Contact Pensions at 250-721-7030 or pensions@uvic.ca.

Employee and Family Assistance Program (EFAP)

UVic staff and faculty and dependents can find support through our employee and family assistance program (EFAP). The program is designed to provide you with information, advice and support to help you navigate many of life's milestones.

EFAP is a confidential program that includes professional counselling, information and referral services. UVic's EFAP provider is Morneau Shepell.

SERVICES

Athletics and Recreation

Athletics and recreation at any level are a big part of life at UVic. Our popular recreational options are designed to suit everyone from competitive athletes to occasional treadmill users and our student varsity teams are some of the best in the country. Vikes Athletics and Recreation (ATRS) facilities and programs are open to UVic students, staff, faculty and alumni, as well as the local Victoria community and operate out of the state-of-the-art Centre for Athletics, Recreation and Special Abilities (CARSA).

[University Club](#)

Free membership in the University's beautiful dining and lounge facility for the first year of your employment.

[University Bookstore](#)

- State-of-the-art on-line services including digital coursepack preparation with rapid turnaround of faculty requests.
- Faculty appreciation events and extensive promotion of faculty publications.

Film, Fine Arts and Culture

- Vast array of fine arts and cultural programming on campus including the [Phoenix Theatre](#), [Maltwood Art Museum and Gallery](#), [Faculty of Music concerts](#), and the [Victoria Symphony Orchestra](#).
- [Cinecenta](#) screens first run, repertory and international films daily at discounted rates in its 300 seat Dolby stereo sound equipped theatre.

[Child Care](#)

High quality licensed child care on campus for children from birth through twelve years of age, including summer programs. Apply well in advance as demand exceeds availability for many programs.

[Employee Bus Pass Program](#)

The intent of the subsidized employee bus pass is to offer UVic continuing employees the option of using subsidized transit instead of commuting by vehicle to the Gordon Head Campus and thus having to purchase an annual parking permit.

CONTACTS

Office of the Vice-President Academic and Provost (VPAC)

As primary contact for faculty and librarian relations the Office supports rewarding career development for faculty, librarians and academic leaders. The Office ensures that all programs are of the highest quality and fosters outstanding student experience by supporting the integration of teaching, learning and civic engagement across the disciplines.

Equity and Human Rights (EQHR)

Equity and Human Rights is a resource for all UVic community members, providing education, information, assistance and advice in aid of building and supporting an inclusive campus

Learning and Teaching Support and Innovation (LTSI) (Formally LTC)

Is at the heart of UVic's commitment to cultivate an extraordinary academic environment by supporting faculty and instructors with professional development and teaching enhancement.

[University of Victoria Faculty Association](#)

For more information please visit: <http://www.uvicfa.ca/>