Penn’s
Work and Life Support Programs

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The QOWL initiative was introduced in 1995 to create a positive, constructive, and productive work experience for faculty and staff members at Penn. QOWL focuses on programs and services addressing:

- Appreciation and Recognition
- Health Promotion
- Work and Family and Worklife Balance
New Human Resources Website

Welcome to Penn Human Resources
The University of Pennsylvania offers a world of opportunity! Find out why you should start your career at Penn now.

About Penn Human Resources
Why Penn?
Penn Benefits
Careers at Penn

Career Center
Ready for a career at Penn?
Search for Staff Positions
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Meet Our People
Hear why our faculty and staff love working at Penn. View more videos

Select Faculty/Staff/Retirees
PennKey Authenticate
Work and Life Support
Work and Life Support

- Healthy Living
- Caring for Your Family
- Work and Life Resources
Healthy Living

Improve and maintain your physical and emotional wellness with a variety of resources:

- **Physical Health**
  - On-campus Biometric Screenings and Flu Shots
  - Walking Program
- **Emotional Health**
  - Employee Assistance Program
- **Nutrition and Fitness**
  - Weight Watchers on Campus
  - Maintain, Don’t Gain Holiday Weight Maintenance Program
- **PennWellness Newsletter**
Starting or Growing Your Family

- **Adoption Assistance** helps ease the financial impact of bringing home a new child by providing reimbursement for up to $5,000 in eligible adoption expenses.

- **Nursing Mothers Program** can help you make a smoother transition back to work when you're nursing your newborn.

- **Flexible Work Options** guidelines offer information and tool kits for employees and managers interested in creating supportive work arrangements that can help with the complex demands for meeting work and personal life demands:
  - Flextime
  - Flexplace
  - Compressed Schedules
  - Part-time
  - Job Share
Caring for Your Family

- **Backup Care** provides temporary in-home care arrangements for your children and dependent adults - so that you can work.

- **Penn's Children's Center** provides child care support for children ages three months to five years.

- **Penn’s Summer Programs for Kids** offer an array of summer activities for children and teens.

- **School Strike and Closing Guidance** provides resources to help parents in the event of a school strike or closing.

- **Snow Day Child Care** is available when Philadelphia public schools close due to inclement weather (pre-enrollment with the Penn Children’s Center is required).
Work and Life Resources

- **Worklife Workshops**
  Human Resources offers worklife workshops designed to support you through personal and professional life challenges. These workshops are presented by experts from our Employee Assistance Program (EAP) and Work and Family Services provider, Penn Behavioral Health (PBH).

- **Online News and Announcements on HR’s Website**
  - Find Resources to Help You and Your Family Deal with Traumatic Events.
  - When Bad Weather Strikes, Do You Have a Child Care Plan?

- **The Worklife Resources Program**
  A free, confidential, 24-hour-a-day phone and online service that provides Penn faculty and staff, and their immediate family members, with easy access to support for everyday needs and goals.
The Worklife Resources Program is provided through the Penn Employee Assistance Program provided by Penn Behavioral Health. It offers practical solutions, realistic answers, and customized resources for dependent care and other family issues:

- **Parenting**
  Resources to help you build your skills in areas such as: becoming a parent, step-parenting, adopting, child development, child care options, handling teens, and discipline.

- **Education**
  Topics such as selecting a public or private school, homework issues, study skills, college selection and applications, other post-high school options, and lifelong learning.

- **Older relatives**
  Information related to understanding the aging process, health and fitness, long-distance caregiving, dealing with disabilities, home- and community-care options, and understanding Medicare.
Life is complicated in many ways. There’s a lot to manage. Worklife Resources provides help beyond dependent care information.

- **Finances**
  Over-the-phone and online access to financial guidance about everything from managing current debt to making decisions about future purchases.

- **Legal advice**
  Convenient access to qualified legal professionals on the phone or online. Receive 30 minutes of free legal consultation over the phone; the number of initial consultations on each new legal topic per year is unlimited. You can also get referrals to local attorneys.

- **Everyday issues**
  Helpful information on a wide variety of everyday issues from “college life” and “military life” to “going green”.

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Worklife Resources

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Access Worklife Resources

- **By phone** - 1-888-321-4433
  An experienced, Masters-level consultant helps you clarify concerns and identify the best way for you to access assistance, and then directs you toward your next steps. If you’re calling about a work and family issue (such as dependent care), the consultant will help resolve your issues and provide information about programs that can meet your needs. Consultants can even check on space availability in child care programs or nursing homes, so that your own time can be used more efficiently.

- **Online** - the [Worklife Resources portal](#) (enter upenn as your username and eap as your password) provides access to expert information on a broad array of dependent care issues and personal life services. You can search for child care centers, or find nursing homes, assisted living arrangements, and home health agencies in any community. You can even email a Worklife consultant to request more information.
We are here to help. Contact us by phone or e-mail any time. We’ll be glad to help you and the supervisors and employees in your organization with any of these issues.

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