

# UMUC BENEFITS OVERVIEW

For Collegiate Faculty



## Thank You for Considering UMUC!

University of Maryland University College (UMUC) offers a generous benefits package with plenty of options. Benefit premiums depend upon the coverage selected and the number of family members covered. Here is a brief snapshot of what's available.

## Teaching at UMUC

UMUC is not just a great place to learn. It's also a great place to work. The university offers an array of career options, along with ample opportunities for growth and advancement.

## Medical Plans

A variety of health plan options (with vision benefits included) from which to choose:

- Two Preferred Provider Organization (PPO) plans
- Two Exclusive Provider Organization (EPO) plans
- One Integrated Health Model (IHM) plan

## Prescription Plan

Covers the cost of approved prescription drugs at participating pharmacies, subject to nominal copayments

## Dental Plans

Two dental plans from which to choose:

- Dental Preferred Provider Organization (DPPO) plan
- Dental Health Maintenance Organization (DHMO) plan

## Flexible Spending Accounts

Allows you to pay for medical and/or dependent care expenses with pretax dollars

Please note: You must enroll in the benefits described above within the first 60 days of employment, during the annual open enrollment period, or within 60 days of experiencing a qualifying event.

**Outstanding Benefits That Fit the Lifestyle  
of You and Your Family—**

**Another Good Reason  
Why You Belong At UMUC!**

# UMUC BENEFITS OVERVIEW—FOR COLLEGIATE FACULTY

## Accidental Death and Dismemberment Insurance

- Offered through MetLife
- No medical exam required
- Provides coverage for accidents that occur on or off the job

## Term Life Insurance

Offered through Unum or MetLife

## Long-Term Disability Insurance

Offered through Unum

## Time Off

- 22 days of annual time off
- 3 days of personal time off
- 15 days of sick time off
- 14 state holidays (15 in a general election year)

## Retirement—Mandatory Participation

Newly hired faculty must choose one of two plans:

- Optional Retirement Program
  - UMUC contributes 7.25 percent of your salary
  - Funds must be invested through TIAA or Fidelity Investments
- Maryland State Retirement and Pension System (MSRPS)
  - UMUC contributes an actuarially determined amount
  - Employee contributes 7 percent of annual salary

## Retirement—Supplemental Plans

In addition to selecting a mandatory retirement plan, faculty may elect to participate in a supplemental retirement account (SRA) plan in which they decide on a dollar amount to contribute per pay. Faculty may participate in 401(k), 403(b), 457(b), Roth 401(k), or Roth 457(b). The vendors are TIAA, Fidelity Investments, and Maryland Supplemental Retirement Plans with Nationwide as the administrator.

## Tuition Remission

- Immediate eligibility for all collegiate faculty
- Spouses and dependent children are eligible for undergraduate tuition remission after two years of service

## Spouse and Dependent Scholarship

- Tuition covered for one undergraduate or graduate course per semester at UMUC, based on fund availability
- Only applicable when tuition remission is not available

## Direct Deposit

Direct deposit is available to collegiate faculty. Paychecks will automatically be deposited directly into an employee's checking account once the employee completes a direct deposit authorization form.

## About UMUC

University of Maryland University College was founded more than 70 years ago specifically to serve the higher education needs of working adults and servicemembers. Today, UMUC continues that tradition online and offers more than 90 degrees, certificates, and specializations backed by the reputation of a state university and the University System of Maryland. For more information, visit [umuc.edu](http://umuc.edu).

## Equal Employment Opportunity

UMUC is an Equal Opportunity Employer. For more information, please see UMUC's Affirmative Action, Equal Opportunity, and Sexual Harassment Policy at [umuc.edu/eo](http://umuc.edu/eo).

## Annual Safety and Security Report

The Annual Safety and Security Report is available to prospective employees and includes information about campus crime and security. Please visit [umuc.edu/security](http://umuc.edu/security) to view the report.

NOTE: This document presents highlights of benefits plans. Actual plan documents prevail in all situations involving questions or issues.

## QUESTIONS? NEED ADDITIONAL INFORMATION?

[umuc.edu/careers](http://umuc.edu/careers)



University of Maryland University College is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104 (267-284-5000), an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation. UMUC is a constituent institution of the University System of Maryland and is governed by the USM Board of Regents. UMUC is certified to operate by the State Council of Higher Education for Virginia. UMUC at Quantico, Corporate Center, 525 Corporate Drive #101, Stafford, VA 22554.