



TOTAL REWARDS: 2024 OVERVIEW

for Part-Time Regular Faculty



Emotional



Financial



Physical



Social



Spiritual

PROGRAM	WHO PAYS	EFFECTIVE	DESCRIPTION
UND 403(b) Retirement Plan (Voluntary Contributions)	<i>Faculty</i> The amount of contributions permitted is determined by IRS regulations. Contributions are made by Faculty through payroll deduction.	Eligible to participate at the time you are employed (or any other time during your active employment).	Fidelity Investments is the provider of recordkeeping services. There are 13 investment options including Target Date Funds, core and specialty funds. Contributions can be made on a pre- tax or Roth post-tax basis. Participation is voluntary but encouraged as an opportunity to save for retirement.
Travel/Accident Insurance	<i>University</i>	Upon employment.	Provides \$500,000 coverage in the event of accidental death or dismemberment resulting from injuries you sustain while traveling on University business. Your spouse is eligible for \$100,000 coverage in the event of accidental death or dismemberment resulting from injuries sustained if traveling with you on University business. Refer to the Travel Policies and Procedures on the website https://treasury.nd.edu for specific guidelines pertaining to this benefit. Offered by AIG Life Insurance Company.
Salary Continuation	<i>University</i>	Upon employment	You will be paid your full salary for up to six months in the event of an absence due to a non-work related qualifying personal illness or injury every 2 years. Two personal days may be taken per calendar year and five days per calendar year may be used for the illness, medical and/or dental appointments of a child, stepchild, spouse and/or parent.
Long-Term Disability	<i>University</i>	Upon completion of one year of continuous employment at the University of Notre Dame.*	Pays 60% of your salary up to a maximum of \$12,000 per month after six months of total disability and integrates with other government disability benefits, such as Social Security. If you are a participant in the Defined Contribution Retirement Plan contributions will continue on your behalf. The program is offered by The Standard. * The waiting period may be waived if you were enrolled in Long-Term Disability with your previous employer within the last 3 months.
Parental Leave	<i>University</i>	Upon employment.	Parental leave provided to instructional and non-instructional faculty as detailed in the Faculty Parental Leave policy in the Faculty Handbook

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Leave of Absence	<i>Faculty</i>	Defined by policy.	Leave of absences may be available for the following University policies: <ul style="list-style-type: none"> • Family and Medical Leave (FMLA) • Personal • Military
Calm App Premium Subscription	<i>University</i>	The first day of the month following your date of hire.	Calm is an app that provides tools to help users relax, focus and rest, offering guided sessions on sleep, meditation and relaxation.
Athletic Tickets and Parking	<i>University</i>	Upon employment.	Season tickets may be purchased for home football, basketball, and hockey games subject to availability. Free parking at all athletic and Joyce Center events.
Availability of Athletic Facilities	<i>University</i>	Upon employment.	These include handball, squash, basketball and tennis courts, running track, swimming pool, fitness and weight rooms.
Bookstore, Joyce Center Varsity Shop, and Golf Pro Shop	<i>University</i>	Upon employment.	Discount (20%) on most items.
Golf Courses	<i>University</i>	Upon employment.	Discount on greens fees.
University Libraries	<i>University</i>	Upon employment.	Books and materials may be borrowed upon presentation of your University identification card.
Business Travel	<i>Faculty</i>	Upon employment.	You are provided the opportunity to apply for a Corporate Card which can be used while traveling on official University business. The purpose of the card is to give you a means to cover business expenses until these expenses are submitted to the University for reimbursement.
Parking	<i>University</i> Reserved parking is available.	Upon employment.	Free parking is available to all University employees. A parking pass may be obtained at University Parking Services located in Hammes Mowbray Hall.
Automobile Discount Program	<i>Faculty</i>	Upon employment.	Several automobile corporations have extended their supplier discount program to University faculty, administrators, and staff who reside in the United States. With the supplier discount, you pay a small percentage over the price paid by employees of these vendors for most new and unused vehicles. You may lease or purchase up to two eligible vehicles per year.

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Pet, Auto & Homeowners Insurance Discount Program	<i>Faculty</i>	Upon employment.	<p>As an employee or retiree of the University, you may save up to 20% on pet, auto and home insurance through Liberty Mutual's Group Savings Plus program.</p> <p>You may also receive:</p> <ul style="list-style-type: none"> • Competitive rates, guaranteed for 12 months • Convenient payment plans • Round-the-clock claims service • 24-Hour Emergency Roadside Assistance

This is a general summary of benefits. It does not replace the legal plan documents or contracts for each of the benefit plans and should not, in any way, be considered a legal contract or guarantee of coverage.

F2, F9 = PF & F8 = TP