



## 2021 Benefit Summary for Part-Time Regular Faculty (see Faculty Handbook for definition)

BENEFIT	WHO PAYS	EFFECTIVE	DESCRIPTION
<b>UND 403(b) Retirement Plan (Voluntary Contributions)</b>	<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 14 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.
<b>Travel/Accident Insurance</b>	<i>University</i>	Upon employment.	Provides \$500,000 of 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 and Entertainment Policies and Procedures handbook on the website <a href="http://controller.nd.edu">http://controller.nd.edu</a> for specific guidelines pertaining to this benefit. Administered by AIG Life Insurance Company.
<b>Salary Continuation (Sick Leave)</b>	<i>University</i>	The first day of the month following your date of employment. For faculty with an August 22 contract, benefits are effective July 1.	Faculty will be paid full salary for up to three months during the first two years of continuous employment and up to six months after two years of continuous employment for personal illness.

F2, F9 = PF      F8 = TP

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<b>Long-Term Disability</b>	<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. Contributions to the Defined Contribution Retirement Plan For Faculty and Exempt Staff continue on your behalf. The program is offered by The Standard.  * The waiting period may be waived if you were enrolled in LongTerm Disability with your previous employer.
<b>Parental Leave</b>	<i>University</i>	Upon employment.	Parental leave provided to instructional and non-instructional faculty as detailed in the <a href="#">Faculty Parental Leave policy</a> in the Faculty Handbook.
<b>Leave of Absence</b>	<i>University/Faculty</i>	Defined by policy	Leave of absences may be extended for the following University policies: - Family and Medical Leave (FMLA) - Personal - Military
<b>Calm App Premium Subscription</b>	<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.
<b>Athletic Tickets and Parking</b>	<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.
<b>Availability of Athletic Facilities</b>	<i>University</i>	Upon employment.	These include handball, squash, basketball and tennis courts, running track, swimming pool, fitness and weight rooms.
<b>Bookstore, Joyce Center Varsity Shop, &amp; Golf Pro Shop</b>	<i>University</i>	Upon employment.	Discount (20%) on most items.

<b>BENEFIT</b>	<b>WHO PAYS</b>	<b>EFFECTIVE</b>	<b>DESCRIPTION</b>
<b>Golf Courses</b>	<i>University</i>	Upon employment.	Discount on greens fees.

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<b>University Libraries</b>	<i>University</i>	Upon employment.	Books and materials may be borrowed upon presentation of your University identification card.
<b>Business Travel</b>	<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.
<b>Parking</b>	<i>University</i>	Upon employment.	Free parking is available to all University Faculty. A parking pass may be obtained at University Parking Services located in Hammes Mowbray Hall.
<b>Automobile Discount Program</b>	<i>Faculty</i>	Upon employment.	Ford Motor Company, General Motors Corporation, Nissan and BMW 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.
<b>Pet, Auto &amp; Homeowners Insurance Discount Program</b>	<i>Faculty</i>	Upon employment.	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. You may also receive: <ul style="list-style-type: none"> <li>• Competitive rates, guaranteed for 12 months</li> <li>• Convenient payment plans</li> <li>• Round-the-clock claims service</li> <li>• 24-Hour Emergency Roadside Assistance</li> </ul>
<b>Social Security Benefits</b>	<i>University/Faculty</i>	Upon employment.	Social Security coverage provides you with retirement benefits and medical insurance (Medicare) benefits. The University contributes 6.2% of your pay up to IRS compensation limits for Social Security and 1.45% of your pay for Medicare. Employees with income over \$200,000 pay an additional .9% Medicare tax.

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<b>Workers Compensation</b>	<i>University</i>	Upon employment.	All faculty are covered under the Workers Compensation Act and the Occupational Disease Act providing protection from loss of income attributable to job-related injury. All incidents must be reported to the supervisor immediately.
<b>Unemployment Compensation</b>	<i>University</i>	Upon employment.	All faculty are covered under the Federal Unemployment Tax Act and Indiana laws.

This is a general summary of benefits. Specific information may be obtained from the Office of Human Resources or by visiting our website at [hr.nd.edu](http://hr.nd.edu)

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