



WELL-BEING FOR LIFE

# TOTAL REWARDS: 2024 OVERVIEW

for Postdoctoral Research Associate, Sr.  
Research Associate, Research Associate,  
Research Fellow, and Teaching Scholar



Emotional



Financial



Physical



Social



Spiritual

<b>PROGRAM</b>	<b>WHO PAYS</b>	<b>EFFECTIVE</b>	<b>DESCRIPTION</b>																
<b>Medical Insurance</b>	<i>University/Employee</i>  The University pays the major portion of the monthly premium; the employee portion is paid with before-tax dollars through payroll deduction.	The first day of the month following your date of employment.	<p>There are three medical plans available:</p> <ul style="list-style-type: none"> <li>• Anthem BCBS HSA 1</li> <li>• Anthem BCBS HSA 2</li> <li>• Anthem BCBS PPO</li> </ul> <p>Monthly premiums are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th><b>Individual</b></th> <th><b>Individual+1</b></th> <th><b>Family</b></th> </tr> </thead> <tbody> <tr> <td>Anthem HSA 1</td> <td>\$81.00</td> <td>\$201.00</td> <td>\$262.00</td> </tr> <tr> <td>Anthem HSA 2</td> <td>\$33.00</td> <td>\$105.00</td> <td>\$117.00</td> </tr> <tr> <td>Anthem PPO</td> <td>\$124.00</td> <td>\$289.00</td> <td>\$394.00</td> </tr> </tbody> </table>		<b>Individual</b>	<b>Individual+1</b>	<b>Family</b>	Anthem HSA 1	\$81.00	\$201.00	\$262.00	Anthem HSA 2	\$33.00	\$105.00	\$117.00	Anthem PPO	\$124.00	\$289.00	\$394.00
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<b>Summus</b>	<i>University</i>	The first day of the month following your date of employment if enrolled in a medical plan	The program provides personalized concierge service, including medical records collection and white glove preparation for every consult, vetted referrals to specialists who are in-network and personalized to your case and preferences, and fast, virtual access to the Summus network for you and your family members.																
<b>Health Savings Account (HSA)</b>	<i>University/Employee</i>	The same date as the start of your high deductible health plan (if you elect either of the Anthem HSA plans).	<p>For faculty and staff who enroll in either of the Anthem HSA plans, the University will fund an HSA to help with medical expenses. The amounts are as follows:</p> <table border="1"> <thead> <tr> <th></th> <th><b>Individual</b></th> <th><b>Individual+1/Family</b></th> </tr> </thead> <tbody> <tr> <td>Eligible January - June</td> <td>\$500.00</td> <td>\$1,000.00</td> </tr> <tr> <td>Eligible July - December</td> <td>\$250.00</td> <td>\$500.00</td> </tr> </tbody> </table> <p>Faculty and staff also may contribute their own funds to the HSA on a pre-tax basis. The IRS limits contributions (employee and employer) to \$4,150 for individual and \$8,300 for family. Additional \$1,000 may be contributed for those over age 55.</p>		<b>Individual</b>	<b>Individual+1/Family</b>	Eligible January - June	\$500.00	\$1,000.00	Eligible July - December	\$250.00	\$500.00							
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<b>Anthem HSA - Accident Insurance</b>	<i>University</i>	The same date as the start of your high deductible health plan (if you elect either of the Anthem HSA Plans).	For faculty and staff who enroll in either of the Anthem HSA plans, the University provides Accident insurance individual coverage at no cost to the faculty or staff member. Administered by Voya. Faculty and staff can purchase additional Accident insurance for their spouse and dependents. See "Accident Insurance".																

PROGRAM	WHO PAYS	EFFECTIVE	DESCRIPTION												
<b>Anthem HSA - Critical Illness Insurance</b>	<i>University</i>	The same date as the start of your high deductible health plan (if you elect either of the Anthem HSA plans).	For faculty and staff who enroll in either of the Anthem HSA plans, the University provides \$5,000 of Critical Illness insurance individual coverage at no cost to the faculty or staff member. Administered by Voya. Faculty and staff can purchase additional Critical Illness insurance for themselves, their spouse and dependents. See "Critical Illness Insurance".												
<b>Notre Dame Wellness Center</b>	<i>Employee</i>  Copays associated with prescription medications, allergy injections, provider office or physical therapy visits. If enrolled in the University's Anthem PPO plan the office visit copay is \$15. If enrolled in either of the Anthem HSA plans, the access fee is \$30.	The first day of the month following your date of employment.	Onsite medical facility operated by Premise Health. The scope of services include routine primary care, emotional well-being, immediate care, pediatric care, physical exams, lab services, vaccinations, allergy management, physical therapy, chronic condition management, referral to specialists when needed, occupational health services, and a full-service pharmacy with a drive-thru for prescription and over the counter medications.  The facility is available to faculty and staff not participating in the University's medical plans. In this case, the access fee is \$30. Spouses and dependent children must be enrolled in a University medical plan in order to utilize the Notre Dame Wellness Center.												
<b>Dental Insurance</b>	<i>University/Employee</i>  The University pays a portion of the monthly premium; the employee portion is paid with before-tax dollars through payroll deductions.	The first day of the month following your date of employment.	The dental plans and associated monthly premiums are as follows: <table data-bbox="1230 867 2022 964"> <thead> <tr> <th></th> <th><b>Individual</b></th> <th><b>Individual+1</b></th> <th><b>Family</b></th> </tr> </thead> <tbody> <tr> <td>Delta PPO</td> <td>\$16.74</td> <td>\$31.88</td> <td>\$56.78</td> </tr> <tr> <td>Delta PPO, POS</td> <td>\$21.36</td> <td>\$40.48</td> <td>\$74.48</td> </tr> </tbody> </table> Participation is optional. <i>(Two-year enrollment in Dental is required.)</i>		<b>Individual</b>	<b>Individual+1</b>	<b>Family</b>	Delta PPO	\$16.74	\$31.88	\$56.78	Delta PPO, POS	\$21.36	\$40.48	\$74.48
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<b>Vision Insurance</b>	<i>Employee</i>  Paid with before-tax dollars through payroll deductions.	The first day of the month following your date of employment.	The University's vision care program is provided through EyeMed. The monthly premiums are as follows: <table data-bbox="1230 1256 2022 1321"> <thead> <tr> <th></th> <th><b>Individual</b></th> <th><b>Individual+1</b></th> <th><b>Family</b></th> </tr> </thead> <tbody> <tr> <td>EyeMed</td> <td>\$9.72</td> <td>\$18.35</td> <td>\$26.88</td> </tr> </tbody> </table> Participation is optional.		<b>Individual</b>	<b>Individual+1</b>	<b>Family</b>	EyeMed	\$9.72	\$18.35	\$26.88				
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<b>Base Life Insurance</b>	<i>University</i>	The first day of the month following your date of employment.	Group term policy of \$35,000. Administered by Securian.															
<b>Supplemental Life Insurance</b>	<i>Employee</i>  Premiums paid with after-tax dollars through payroll deductions	The first day of the month following your date of employment	Supplemental life insurance is available at group rates in increments of one to ten times your salary up to a maximum of \$1,500,000. Administered by Securian															
<b>Dependent Life Insurance</b>	<i>Employee</i>  Premiums paid with after-tax dollars through payroll deductions	The first day of the month following your date of employment.	The dependent life coverage is administered by Securian. Coverage options and monthly premiums are as follows: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;"><b>Option</b></th> <th style="text-align: center;"><b>Cost</b></th> </tr> </thead> <tbody> <tr> <td>Spouse Benefit</td> <td style="text-align: center;">\$12,500/\$25,000</td> <td style="text-align: center;">\$5.64/\$11.30</td> </tr> <tr> <td>Child(ren) Benefit</td> <td style="text-align: center;">\$5,000/\$10,000</td> <td style="text-align: center;">\$0.76/\$1.50</td> </tr> </tbody> </table>		<b>Option</b>	<b>Cost</b>	Spouse Benefit	\$12,500/\$25,000	\$5.64/\$11.30	Child(ren) Benefit	\$5,000/\$10,000	\$0.76/\$1.50						
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<b>Accident Insurance</b>	<i>Employee</i>  Premiums paid with after-tax dollars through payroll deductions.	The first day of the month following your date of employment.	Accident Insurance, administered by Voya, is available at group rates. Dependents may be added for those who have individual coverage included via enrollment in either of the HSA medical plans. The monthly premiums are as follows: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="2" style="text-align: center;"><b>Rate</b></th> </tr> <tr> <th style="text-align: left;"><b>Coverage Level</b></th> <th style="text-align: center;"><b>Enrolled in Anthem PPO Plan</b></th> <th style="text-align: center;"><b>Enrolled in either Anthem HSA Plan</b></th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td style="text-align: center;">\$4.88</td> <td style="text-align: center;">Employer Paid</td> </tr> <tr> <td>Individual + 1</td> <td style="text-align: center;">\$8.32</td> <td style="text-align: center;">\$3.44</td> </tr> <tr> <td>Family</td> <td style="text-align: center;">\$11.76</td> <td style="text-align: center;">\$6.88</td> </tr> </tbody> </table> <p>Participation is optional.</p>		<b>Rate</b>		<b>Coverage Level</b>	<b>Enrolled in Anthem PPO Plan</b>	<b>Enrolled in either Anthem HSA Plan</b>	Individual	\$4.88	Employer Paid	Individual + 1	\$8.32	\$3.44	Family	\$11.76	\$6.88
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Individual	\$4.88	Employer Paid																
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Family	\$11.76	\$6.88																
<b>Critical Illness Insurance</b>	<i>Employee</i>  Premiums paid with after-tax dollars through payroll deductions.	The first day of the month following your date of employment.	Critical Illness Insurance is available at group rates based upon age of faculty/staff member. Administered by Voya. Participation is optional. Options for purchase are as follows: Employee Benefit \$10,000 or \$20,000; Spouse or Children Benefit 50% of Employee Benefit. Rates for Critical Illness are available at hr.nd.edu. Participation is optional.															

PROGRAM	WHO PAYS	EFFECTIVE	DESCRIPTION								
<b>Hospital Indemnity</b>	<i>Employee</i>  Premiums paid with after-tax dollars through payroll deductions.	The first day of the month following your date of employment.	Hospital Indemnity coverage, administered by Voya, pays an admission benefit if you have a covered stay in a hospital, critical care unit, or rehabilitation facility on or after your coverage date, and includes newborn benefits. Hospital admission benefit of \$1,000 and daily benefit of \$100. The monthly premiums are as follows:  <table data-bbox="1276 272 1724 396"> <thead> <tr> <th>Coverage Level</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$21.20</td> </tr> <tr> <td>Individual + 1</td> <td>\$26.86</td> </tr> <tr> <td>Family</td> <td>\$42.50</td> </tr> </tbody> </table> Participation is optional.	Coverage Level	Rate	Individual	\$21.20	Individual + 1	\$26.86	Family	\$42.50
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Individual	\$21.20										
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<b>Health Advocate</b>	<i>University</i>	Upon employment.	The program provides assistance navigating healthcare and insurance issues for you, your spouse, dependent children, parents, and parents-in-law. Please contact Health Advocate at (866) 695-8633.								
<b>Carebridge Employee Assistance Program</b>	<i>University</i>	Upon employment.	Carebridge is there for you and your eligible family members with free confidential support, from mental health support, work-life services and emotional wellbeing & behavioral change. Carebridge EAP is your 24-7 confidential resource for:  <ul data-bbox="1234 854 1730 1073" style="list-style-type: none"> <li>• Mental Health Counseling</li> <li>• Childcare &amp; Parenting</li> <li>• Eldercare Referrals</li> <li>• Legal Concerns</li> <li>• Financial Wellness, Mindfulness &amp; Meditation</li> <li>• Life Coaching</li> <li>• Positive Behavioral Change</li> </ul> For assistance, please contact Carebridge at (800) 437-0911								
<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.								

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<b>Well-Being for Life</b>	<i>University</i>	Upon employment	The Well-Being for Life platform, powered by Virgin Pulse is free and makes it easy to improve your health in ways that work for you. Find balance, get daily inspiration and experience the rewards. Earn up to \$400 per year by participating in various different activities on the platform. To join visit <a href="http://join.virginpulse.com/notredame">join.virginpulse.com/notredame</a> or download the Virgin Pulse app.
<b>Child/Elder Care Resources</b>	<i>University</i>	Upon employment.	Bright Horizons Care Advantage includes short-term, back- up care for unexpected child or elder care needs, and an online provider directory through Sittercity for on-going family care solutions. Access to Child/Elder Care Community Google Group.
<b>Travel/Accident Insurance</b>	<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 <a href="https://treasury.nd.edu">https://treasury.nd.edu</a> for specific guidelines pertaining to this benefit. Offered by AIG Life Insurance Company.
<b>UND 403(b) Retirement Plan (Voluntary Contributions)</b>	<i>Employee</i> The amount of contributions permitted is determined by IRS regulations. Contributions are made by employee 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.
<b>Short Term Income Replacement (STIR)</b>	<i>University</i>	Upon completion of one year of continuous employment at the University of Notre Dame.	You will be paid your full salary for up to one month (or until the end of the contract, whichever is earlier) for personal illness. 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. Administered by Sedgwick

<b>PROGRAM</b>	<b>WHO PAYS</b>	<b>EFFECTIVE</b>	<b>DESCRIPTION</b>
<b>Holidays</b>	<i>University</i>	Upon employment.	<p>Holiday pay for the following days/time not worked:</p> <ul style="list-style-type: none"> <li>• Martin Luther King, Jr. Day</li> <li>• Good Friday</li> <li>• Memorial Day</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Thanksgiving and the day after</li> <li>• Christmas Celebration</li> <li>• New Year's Day Celebration</li> </ul> <p>(Annual total of twelve to sixteen days).</p>
<b>Vacation</b>	<i>University</i>	Accrual begins immediately upon hire. 90 day waiting period before using.	One week after six months, two weeks after one year.
<b>Parental Leave</b>	<i>University</i>	Upon employment.	Four (4) weeks of 100% paid leave for the birth, adoption or foster care placement of a child.
<b>Leave of Absence</b>	<i>Employee</i>	Defined by policy.	<p>Leave of absences may be available for the following University policies:</p> <ul style="list-style-type: none"> <li>• Family and Medical Leave (FMLA)</li> <li>• Personal</li> <li>• Military</li> </ul>
<b>Educational Benefits:</b>  <b>Employee/Spouse at the University of Notre Dame</b>	<i>University/Employee</i>  Undergraduate Course: 100% University  Graduate Course: 100% University	Upon employment.	<p>You and your spouse are entitled to one three credit hour undergraduate course each semester and summer session or one three credit hour graduate course each semester and summer session. Educational benefits received may be taxable.</p>
<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.

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<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, and Golf Pro Shop</b>	<i>University</i>	Upon employment.	Discount (20%) on most items.
<b>Golf Courses</b>	<i>University</i>	Upon employment.	Discount on greens fees.
<b>University Libraries</b>	<i>University</i>	Upon employment.	Books and materials may be borrowed upon presentation of your University identification card.
<b>Parking</b>	<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.
<b>Automobile Discount Program</b>	<i>Employee</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.
<b>Pet, Auto &amp; Homeowners Insurance Discount Program</b>	<i>Employee</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>



PROGRAM	WHO PAYS	EFFECTIVE	DESCRIPTION
Cedar Grove Cemetery	<i>Employee</i>	Upon Employment.	Eligible persons may purchase up to four graves or four above-ground interments for their burial or that of their family. For more information visit <a href="http://cemetery.nd.edu">cemetery.nd.edu</a>

**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.**

P1, PD – 99803, 99804, 99805, 99806, 99788, 99789