

# ***Benefits Summary***

***Part-time Faculty (Term Adjuncts)***  
***College of Medicine Faculty 1-64% FTE***

***Effective January 1, 2010***

The following is a summary of employee benefits based on part-time employment. For detailed information and interpretation of any benefits, refer to the appropriate policy and procedure, collective bargaining agreement, or contact a counselor in the Human Resources Department at 513-556-6381.



| <b>BENEFIT</b>                   | <b>OPTIONS</b>                                 | <b>DESCRIPTION</b>  | <b>PRE-TAX or AFTER TAX</b> | <b>CONTRIBUTIONS and/or DEDUCTIONS</b>  |
|----------------------------------|--|---|-----------------------------|---|
| <b>Retirement</b>                | <b>State Teachers Retirement System (STRS)</b> | This plan offers you a choice of a Defined Benefit plan, Defined Contribution plan, and a Combined Plan. STRS replaces Social Security (SS), therefore no contributions are made to the Old Age, Survivors and Disability program under SS. You and the university will each contribute 1.45% of your income to Medicare. In the event of death, survivorship benefits may be available to your dependents. Should you separate from UC, you may request a refund or roll-over of your accumulated contributions. | Pre-tax                     | Your contribution is 10.0% of your pre-tax earnings.  |
| <b>Tuition Remission</b>         |  | This benefit is effective for each academic term for which the faculty member is appointed. Tuition remission benefits do not include any ancillary fees (i.e., general fees, computer fees, books, or lab materials). Your term benefits include 3 credit hours for yourself only. Earned unused credit hours may be accrued up to a maximum of 11 credit hours. These credit hours must be used within 12 months of accrual.  | After                       | Graduate tuition remission benefits are taxable if more than \$5,250 in a calendar year.<br><br>You are taxed at the end of the term in which benefits were received. |
| <b>Domestic Partner Benefits</b> | <b>Campus Recreation Center Membership</b>     | Both same and opposite sex domestic partners are eligible if each are eighteen years of age or older; residing together; sharing the same permanent residence, with the intent to continue doing so indefinitely; are not related by blood closer than would otherwise prohibit legal marriage; are not married to anyone; and are jointly financially responsible for basic living expenses.   | After                       | You pay the full cost of the discounted Campus Recreation Center Membership.  |



This page provides an overview of the many and varied benefits available to UC employees. UC strives to provide a competitive benefits package and a rewarding work environment. The total benefits and compensation received by UC employees ranks favorably with many other large employers. This is just one way of showing how much we appreciate your hard work.

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| <p><b>RETIREMENT/INSURANCE:</b><br/>         STRS<br/>         403(b) Tax Deferred Opportunities<br/>         457 Tax Deferred Opportunities<br/>         Cafeteria Benefits Plan<br/>             providing Pre-Tax Savings<br/>         Unemployment Insurance</p> <p><b>EDUCATION:</b><br/>         Tuition Remission<br/>             [Self]<br/>         UC Libraries</p> | <p><b>FINANCIAL:</b><br/>         CINCO Federal Credit Union<br/>         Payroll Direct Deposit<br/>             [net plus five deductions]<br/>         Payroll Deduction for<br/>             U.S. Savings Bond Purchase<br/>         Payroll Deduction for Parking<br/>             [Pre-Tax]<br/>         Bearcat Campus Card<br/>         Discounts on Entertainment,<br/>             Activities, and Services<br/>         Free Remote Access Internet<br/>             Modem Pool<br/>         Automated Teller Machines<br/>         Credit for Military Service<br/>         UC Bookstore 15% Discount<br/>         Holidays</p> <p><b>WELLNESS SERVICES:</b><br/>         Employee Assistance Program<br/>         [REACH]<br/>         UC Wellness Center</p> | <p><b>SPECIAL SERVICES/PROGRAMS:</b><br/>         Benefits Fair<br/>         Service Awards<br/>         Motorist Assistance Program<br/>         Campus Shuttle Service<br/>         Personalized Benefits Counseling<br/>         Retirement/Financial Planning<br/>             Seminars<br/>         Campus Recreation Center Discount<br/>         Intramural Sports/Recreation Teams<br/>         Bearcat Fitness Trail<br/>         Leave of Absences<br/>         College Conservatory of Music<br/>             Entertainment<br/>         Nightwalk Escort Program<br/>         Campus Post Office<br/>         UC Women’s Center<br/>         Development and Training<br/>             Opportunities<br/>         UC Child Care Center<br/>         OhioLink<br/>         UC*Metro Program</p> |
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For additional information visit our web site at <http://www.uc.edu/hr>