

# UT FACULTY BENEFIT HIGHLIGHTS

Benefit	Who Pays?	Who is Eligible?	When Are You Eligible?	What It Means to You
<b>Retirement*</b>				
Tennessee Consolidated Retirement System (TCRS)	University: 100%	Faculty, exempt, and non-exempt; Regular full time	Immediately	Total cost paid by the university. Vested after five years of full-time service. Portable within TN government. Formula benefits based on average salary and service.
		Regular part-time term	After 6 months	
Optional Retirement Plan (ORP)	University: 100%	Faculty and exempt; Regular full time	Immediately	Total cost paid by university. Immediate vesting. Portable in higher education retirement annuity based on investments over career. Choice of three vendors: ING, TIAA/CREF, and VALIC.
		Regular part-time term	After 6 months	
Social Security	Employee and university equally	Regular full time; Regular part-time term	Immediately	Additional financial assistance at retirement.
<b>Deferred Compensation</b>				
401(k), 403(b), 457, and Roth 401(k)	Employee	Regular & term employees	Immediately	Federal tax savings at time of deduction with payments received at retirement.
	University	Employee eligible to participate in retirement	Date eligible to participate in retirement	401(k) Plan: \$50/monthly matching contribution.
<b>Group Insurances</b>				
Partnership PPO Standard PPO	University: 80% Employee: 20%	Regular full time; Working at least 75% of full time; Employees scheduled to work at least 70% time (1,450 hours p/year) and who have been employed as a regular employee for 24 months	First of month following the date of employment	Basic medical/basic term life; basic special accident insurance. Individual or family coverage.
Optional Dental	Employee: 100%	Regular full time; Working at least 75% of full time	First of month following the date of employment	Coverage based on plan chosen. Two plans are available.
Optional Vision	Employee: 100%	Regular full time; Working at least 75% of full time	First of month following the date of employment	Coverage based on plan chosen. Two plans are available.
Optional Special Accidental and Death and Dismemberment	Employee: 100%	Regular full time; Working at least 75% of full time	First of month following the date of employment	Coverage based on salary.
Optional Term Life	Employee: 100%	Regular full time; Working at least 75% of full time	When available: first of month following three full months of employment	Option for additional life insurance on self, spouse, and/or children.
Long-Term Disability	Employee: 100%	Regular full time; Working at least 75% of full time	First of month following one full calendar month of employment	Salary replacement benefit after four full months of disability. Multiple levels of coverage.
Long-Term Care	Employee: 100%	Regular full time; Working at least 75% of full time	When available: first of month following application within 90 days of employment	Available to employees and retirees, their eligible dependents, parents, and parents-in-law.

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<b>Leaves</b>				
Military Leave	University	Regular full time; Regular part time	Immediately	Per university policy, upon request.
Educational Leave	University	Regular full time; Regular part time	Immediately	Per university policy, upon request.
<b>Educational Assistance</b>				
Employee Attending UT	University	Regular full time; Regular part time	Immediately	Credit courses not to exceed 9 credit hours per term (correspondence courses not included). Pro-rated according to policy schedule.
Employee Attending Tennessee Board of Regents Institutions	University	Regular full time	Immediately	One credit course per term (correspondence courses not included)
Spouse & Eligible Children Attending UT or TBR Institutions	University	Regular full time	Immediately	50% of undergraduate in-state maintenance fee. Pro-rated according to policy schedule.
<b>Other</b>				
Longevity Pay	University	Regular full time; Working at least 82.05% of full time	With 36 full-time equivalent months at 82.05% or more, with UT, TBR, or state agencies	Bonus pay for three or more years of full-time service with state, up to a maximum of thirty years.
Flexible Benefits	Employee	Regular full time; Working at least 75% of full time	Immediately	Excluded from federal taxes premiums, paid by you for group medical insurance, dental insurance, and amounts you contribute to a medical and/or dependent care reimbursement account.

### Notes

\*Employees choose between the TCRS and ORP retirement plans.

An employee must provide documentation for each dependent to verify eligibility for coverage. For a list of required documents, visit [tiny.utk.edu/dependents](http://tiny.utk.edu/dependents).

Benefits are subject to change. For a complete and current list of benefits, visit [humanresources.tennessee.edu/benefits](http://humanresources.tennessee.edu/benefits).

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The university does not discriminate on the basis of race, sex, or disability in its education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990. Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA), or any of the other above referenced policies should be directed to the appropriate campus or institute office. Requests for accommodation of a disability should be directed to the campus or institute ADA coordinator. Please contact your campus or institute human resources offices if you need assistance in contacting these offices.