

Benefits Summary - Regular FACULTY

Benefit*	Description
Medical Insurance	Faculty choose among Preferred Provider Organization plans, Exclusive Provider Organization plans, or an Integrated Health Management Plan. Provides coverage for a variety of medical services, including behavioral health and routine vision services. Dependent (lawfully married spouse and eligible dependent children) coverage is offered.
Wellness Program	Included in all medical plans. Faculty and enrolled spouses who complete annual wellness activities enjoy wellness rewards.
Prescription Drug Insurance	Freestanding plan. Includes generic drugs, step therapy, zero co-pay for specified drugs, and a voluntary mail-order program. Dependent coverage is available.
Dental Insurance	Faculty choose between a dental Preferred Provider Organization and a dental Health Maintenance Organization. Coverage includes preventive services, fillings, crowns, bridges, and orthodontia (subject to plan rules). Dependent coverage is available.
Flexible Spending Accounts	Faculty may elect to use pre-tax dollars to pay for unreimbursed health care expenses (Health Care Spending Account) and/or day care expenses for an eligible dependent (Dependent Day Care Spending Account). Plans are subject to IRS regulations.
Term Life Insurance	Pays a benefit to your designated beneficiary in the event of your death. Faculty may purchase individual coverage and dependent coverage and have options under the state of Maryland plan and/or the University System of Maryland (USM) plan. Medical review may apply.
Accidental Death & Dismemberment	Pays a benefit to you or your designated beneficiary in the event of an accidental death or dismemberment. Faculty may purchase individual coverage and dependent coverage.
Long-Term Disability Insurance	Faculty may purchase coverage offered by the USM plan. Provides a partial income replacement benefit in the event of partial or total disability, subject to medical documentation.
Retirement Plans	Faculty can choose between the Optional Retirement Program (immediate vesting and no employee contribution required) or the Maryland State Retirement & Pension System (10 year vesting and 7% employee contribution required). Towson contributes to each plan. Prior membership in either retirement plan may affect selection. Refer to plan documents for details.
Supplemental Retirement Plans	Faculty can make voluntary pre-tax contributions to one or more of these plans to supplement retirement savings, subject to IRS regulations.
Sick Leave	<u>Creditable Sick Leave</u> – up to 12.5 days per year <u>Collegially Supported Sick Leave</u> – up to 25 absent work days in a fiscal year covered by a colleague on a voluntary basis Consult policies for details.

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Other Leave	The following leave may be available to eligible faculty members – military leave, family & medical leave, parental leave, jury duty, sabbatical leave, community service leave, and accident leave. Consult policies for details.
Employee Assistance Program (EAP)	The USM offers a free EAP program to faculty and household members that includes confidential access to licensed professional counselors, legal services, financial services, discount programs, child & elder care locators, and more.
Tuition Remission	Faculty members are eligible for 100% tuition remission of up to 8 credits per semester for undergraduate and graduate level courses at any USM campus. Following 2 years of full-time employment with TU or the USM, the spouse and dependent children of faculty member are eligible for 100% tuition remission at TU for first undergraduate degree or 50% tuition remission at any other USM institution for first undergraduate degree. Consult policies for details.
Parking & Transportation Services	Faculty may purchase TU parking permits via pre-tax payroll deduction. Alternative transportation and green initiatives are also available by visiting www.towson.edu/parking .
Credit Union	Faculty can join SECU. Numerous financial services are available.
Pay & Direct Deposit	Paychecks are issued biweekly on Wednesdays. Faculty are encouraged to have their net pay directly deposited into their bank account.
Miscellaneous Benefits	Most athletic events are free. On campus services – library, blood assurance program, recreational & wellness services, TU store discount, childcare center, safety programs, dining, and banking. Various discount programs offered by participating vendors.

*Health benefit options are offered by the state of Maryland, Employee Benefits Division, unless otherwise noted. Please visit www.dbm.maryland.gov/benefits for a complete description of the state of Maryland health benefit choices, coverage and plan rules, wellness program, and the cost of benefits.

This document is intended as a summary of benefits available to regular faculty. If there is a discrepancy between this summary and the plan document or policy, the plan document or policy will govern.