

GOUCHER COLLEGE

BENEFITS SUMMARY FOR HALF-TIME FACULTY

Health Insurance

Those employees formally designated as half-time faculty are eligible to elect the College's HMO medical plan on the first of the month following their start date. The College will contribute 50% of the premium expense for individual membership. Employees may elect coverage for themselves, their spouse, their domestic partner, and/or their dependents.

Half-time faculty members may also participate in the College's voluntary dental, vision, and accidental death and dismemberment insurance plans.

Tuition Remission

Half-time Faculty are eligible to take up to two undergraduate courses per semester under the same provisions applicable to full-time employees.

The eligibility provisions for undergraduate tuition remission that apply to the dependent children of full-time faculty also apply to the dependent children of half-time faculty. Dependent children of half-time faculty are eligible to receive the tuition remission benefit at a 50% discount.

Spouses and domestic partners of half-time faculty are not eligible for this benefit.

Flexible Spending

Half-time faculty may elect to take advantage of the College's voluntary Flexible Spending accounts. Annual limits are as follows:

- *Health Care maximum of \$4,000
- *Dependent Care maximum of \$5,000

Voluntary Retirement Benefits

Faculty members formally designated as half-time are eligible to participate in a TIAA-CREF retirement plan through the College. Employees may contribute up to the maximum allowable amount (as defined by federal government) each calendar year. Half-time faculty members are not eligible for the College match.

Employee Assistance Program (EAP)

The EAP is a program designed to help you and your family members deal with personal problems such as stress, marital difficulties, drug and alcohol abuse, child discipline, legal issues, etc. Plan benefits include:

- 6 free visits per event, per family member at no charge to you
- Complete confidentiality

Other Benefits Include

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| *Free parking | *Access to library |
| *Free tickets to many campus events | *United Buying Service discounts |
| *Access to sports and recreation facilities | *Access to notary public on campus |
| *Access to café and dining hall on campus | *Access to post office on campus |
| *10% discount at the campus bookstore | *Member of blood donor program |
| *Affiliation with local credit union | *Bank of America "At Work" program |

Note: This is a brief summary and is not intended to be a complete explanation of the College's benefits. Specific details may be obtained by contacting the Office of Human Resources at 410-337-6135 and/or referring to the Faculty Handbook.