

# Exceptional Benefits for Faculty

The University of Kentucky is proud to offer a benefits package that helps us recruit and retain the very best faculty. Along with your pay, your benefits package is a major component of your total compensation at UK. These benefits include our 200 percent match on eligible retirement contributions; competitive health, dental, and vision coverage; tuition benefits for classes at UK, and much more.

In fact, our focus on benefits and overall employee well-being helped us earn recognition as a Great College to Work For by The Chronicle of Higher Education for the second year in a row.



Learn more about some of our benefits below.

## Matching Retirement Savings Plan

Retirement savings are an important part of your total compensation package and help ensure a more financially secure future. Under our matching retirement plan, you contribute 5 percent of your base salary, and UK proudly contributes an amount equivalent to 10 percent of your base salary. You are automatically enrolled in this plan if you are age 30 or older, but you may begin contributing at any time if you are younger than 30. You will be full vested after three years of continuous, regular, full-time service.

## Health insurance

UK offers five health plan options, including a Health Saver plan with a health savings account, all of which provide an excellent value. UK pays the bulk of the true cost of each plan – up to 95 percent in some cases. You can choose the plan and coverage that is best for you and your family. To learn more about the options, visit [www.uky.edu/hr/benefits](http://www.uky.edu/hr/benefits).

Let Alex, our online interactive tool, help you review your UK insurance and retirement benefits for you and your family at [www.uky.edu/hr/alex](http://www.uky.edu/hr/alex).

## Prescription benefits

Express Scripts administers the prescription benefit for UK. If you are enrolled in a health insurance plan, you are automatically enrolled in the prescription benefit. The benefit provides 24-hour customer service, web-based drug information and an integrated mail service pharmacy. We also have dedicated pharmacists on staff to provide prescription co-pay counseling to help you find the most cost-effective medications.

## Dental insurance

UK offers dental plans through two carriers: UK Dental Care and Delta Dental. All plans offer a benefit toward basic preventive services for cleaning and two office visits per year. Additional benefits may be available based on the plan you choose.

## Vision insurance

Vision insurance is available through EyeMed. The plan offers savings on eye exams, contact lenses, lens options and accessories, as well as vision-correction procedures. You can choose either the Essential or Enhanced plans.

## Paid leave

All full-time faculty on 10-, 11- or 12-month assignments receive 22 vacation days per year. In addition, eligible faculty may receive temporary disability leave (TDL) with pay upon approval.

## Tenure clock delay

Eligible faculty are automatically granted a one-year tenure clock delay when they become a parent through birth, adoption or guardianship. Tenure clock delay is also available for eligible faculty who assume responsibility for the care of a relative.



## Life and accidental death & dismemberment insurance

Basic life insurance and accidental death & dismemberment coverage in the amount of one times your salary is available at no cost. You may purchase additional term life insurance in an amount up to five times your annual salary. You may also purchase additional accidental death & dismemberment insurance.

## Legal services benefit

MetLaw is a legal services benefit from MetLife. This plan allows you to enroll and gain access to more than 14,000 experienced attorneys nationwide, including more than 200 in Kentucky. These experts can provide advice and representation on wills, estate planning, contracts, family, financial matters and much more.

## Voluntary benefits

Additional benefits are available to purchase with automatic payroll deductions. Benefits include long-term care, universal life insurance, short-term disability, cancer insurance, and home and auto insurance. These benefits are administered by the MPM Group, LLC.

## Employer-assisted housing

Eligible full-time faculty may apply for “forgiveable loans” of up to \$15,000 for down payment, closing costs, rehabilitation or renovation assistance with housing purchases in designated neighborhoods. Note: there is a limited supply of loans per year.

## Employee discounts

Our faculty receive discounts and other incentives with a wide array of businesses. Discounts are also available on tickets to some UK athletic events. Learn more at [www.uky.edu/hr/edp](http://www.uky.edu/hr/edp).

## Education programs

Eligible faculty may receive a tuition waiver for up to 18 credit hours per academic year taken at UK through the Employee Education Program. If you have at least one year of continuous, regular, full-time service and are not using the Employee Education Program, you may choose to apply a tuition discount (10 percent to 50 percent) for your child or spouse/sponsored dependent through the Family Education Program.

## Professional development

A variety of leadership and development programs are offered through Faculty Advancement and the Center for the Enhancement of Teaching and Learning.

## Well-being

You're at your best when your well-being is a priority. Below, learn more about our many offerings to help you live your best at every stage of career and life. You can also learn more at [www.uky.edu/hr/wellbeing](http://www.uky.edu/hr/wellbeing).

### Financial well-being

Financial counseling is a free, voluntary service if you are interested in gaining greater control over your finances. Schedule up to five sessions per fiscal year.

### MoveWell

We offer two on-campus gyms and group fitness classes for \$7 per month. You can also meet one on one with a fitness specialist who will help you identify and reach your goals.

### EatWell

Our on-site registered dietitians can guide you no matter your personal nutrition needs. Weekly classes are held year round, helping you focus on long-term changes, rather than quick fixes.

### BeWell

This phone-based program provides highly personalized, one-on-one coaching to help you build a foundation for being your best at work and at home. Tobacco cessation is also available, with free nicotine replacement.

### Naturally Slim

Available each fall and spring, this 10-week online program focuses on losing weight by changing how you eat, instead of what you eat.

### Work+Life Connections counseling

Receive five free individual counseling sessions per year with a licensed and certified therapist. Spouses, children and sponsored dependents are also eligible.

### Elder care

Get resources and support for caring for an aging parent or relative, no matter where they live nationwide.

### Child care

In addition to help with finding local child care vendors, our Big Blue Family Care program makes it simple for UK families to connect with UK students for occasional, part-time child care needs.

### For new parents

Our Little Cats Guide provides information on how to prepare for your time away from work, as well as transition back, including leave time and UK resources.