

DEPARTMENT OF MEDICINE
BENEFITS FOR FULL-TIME FACULTY MEMBERS

Retirement. The University contributes 7.25% of your salary to the Optional Retirement Plan, up to the IRS Pension Plan contribution limit.

Medical and Dental Insurance. The University pays 70 - 85% of the premiums for Blue Cross/Blue Shield of Maryland which provides coverage for major medical, vision, and prescriptions. Several managed care and health insurance options are also available. The University also offers a dental plan which is paid for by the employee.

Practice. The department pays the fees of each practitioner's license to practice in the State of Maryland and for membership in the medical staff of the University of Maryland Medical System.

Flexible and Dependent Day Care Spending Accounts. The University provides health care flexible spending accounts and dependent day care spending accounts that allows the employee to set aside money on a pre-tax basis to pay for eligible health care or dependent day care expenses.

Professional Education and Memberships. Your division may provide funding to be spent at the faculty member's discretion for books, subscriptions, dues for membership in professional societies, and travel to professional meetings in the continental United States when other funds for these purposes are not available.

Life Insurance. For faculty who participate in the clinical practice plan, the department provides and pays the premium for \$50,000 of group life insurance.

Disability. For faculty who participate in the clinical practice plan, the department provides and pays the premium for group term disability of 66.7% of salary to a maximum benefit of \$25,000 per month.

Sabbatical Leave. Tenured faculty members may take sabbatical leave for six (6) months at full compensation or twelve (12) months at half compensation after six years of full-time employment.

Tuition. The University pays all tuition for faculty members who have been employed at Maryland full-time for at least two (2) years and for members of their families for courses taken at the University of Maryland.

Annual Leave. Twenty-two (22) days per calendar year; cumulative up to 50 days. **Sick Leave.** Fifteen (15) per year, cumulative. **Holidays.** Fifteen (15) paid holidays per year. Sixteen (16) paid holidays during an election year. **Personal.** Three (3) days per year.

Malpractice Insurance (Clinical Faculty Only): University of Maryland Physicians, P.A., shall provide claims made professional liability insurance with limits of \$1,000,000 for each claim and \$3,000,000 aggregate per practitioner for employed physicians, nurse practitioners, and physician assistants while acting within the scope of their employment with University of Maryland Physicians, P.A. The coverage shall include an extended reporting period endorsement (tail), which will be provided by University of Maryland Physicians, P.A. at no cost to the practitioner.

For the purpose of this document, the term faculty includes tenured and non-tenured faculty who are regular and benefit eligible employees. Every effort has been made to accurately summarize highlights of the plans being offered; however, in the event of a conflict, the specific language outlined in the respective plan document/contract and relevant federal and state law will govern. The information in this document is an overview of benefits and services offered and are not intended to replace plan documents/contracts, policies, or federal or state law. Please refer to source documents and policies for comprehensive information. Benefits are subject to change. **Additional information is available on the UMB HRS Web site** <http://www.umaryland.edu/hrs/benefits/>