

## **UNIVERSITY GUIDEBOOK**

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| <b>Subject: Fringe Benefits to Part-Time Faculty</b> |
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| Title: Interim Executive Director<br>Human Resources | Title: Executive Vice President<br><b>EFFECTIVE: September 28, 2001</b> |
| Approved: December 1998                              |   |
| Revised: September 28, 2001                          |   |

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| <p><b>Policy:</b> The University is committed to employment practices that promote the health and welfare of its employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education; to take advantage of events, activities and performances offered; and to otherwise enhance each employee's standard of living.</p> |
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RESOLUTION NUMBERS: YR 1999-88; YR 2002-13

### **Procedures:**

1. **Fee Remission.** Part-time faculty who teach two or more workload hours in a given semester at the University receive remission of one-half of the instructional fee for up to three credit hours per term, regardless of the number of hours taught. The maximum benefit per academic year cannot exceed nine credit hours. Credit hours may be accrued and used during the fall and spring semesters of an academic year and the summer term that follows spring semester. The Office of Financial Aid and Scholarships administers this program.
2. **Parking.** Part-time faculty will be given a parking permit that entitles them to use University parking facilities for any term they teach. To obtain a permit, a copy of the executed part-time faculty appointment form must be presented at the Office of Parking Services (see 7015.06 Fringe Benefits, Parking).

3. **Retirement.** Part-time faculty are enrolled in the State Teachers Retirement System (STRS). Participation of each individual is funded by an employer contribution equal to 14% of gross pay, and an employee contribution of 9.3%. The part-time faculty member's service during any academic year is reported to STRS on a pro-rated basis in which forty workload hours are the equivalent of one year of service (see 7015.07 Fringe Benefits, Retirement Plans).
4. **Discounts.** Part-time faculty receive a discount of 20% on all purchases of \$5 or more at the University Bookstore with the presentation of a valid Identification Card. They also receive discounts on tickets to intercollegiate athletic events and the University Theater (see 7015.02 Fringe Benefits, Discount Programs).
5. **Facility Use.** Part-time faculty are entitled to use Maag Library and the recreational facilities in Beeghly Center and Stambaugh Stadium. A valid Identification Card is required (see 7015.03 Fringe Benefits, Use of University Facilities).
6. Further information about part-time faculty can be found in the *Part-Time Faculty Manual* (1997 Edition). Copies are available in the Office of the Provost.