Additional benefits may be available to 12-month faculty

Flexible Spending Accounts
Allows employees to pay for medical and/or dependent care expenses with pretax dollars.

Term Life Insurance
May be available for you and/or your eligible dependents.

Leave
- 22 days of annual leave
- 3 personal days
- 15 sick days per calendar year
- 14 state holidays

Retirement—Mandatory
Newly hired employees must choose one of two plans:
- Optional Retirement Program
  - State contributes 7.25 percent of your salary
  - Funds must be invested through TIAA-CREF or Fidelity Investments
- Maryland State Retirement and Pension System (MSRPS)
  - State contributes an actuarially determined amount
  - Employee contributes 7 percent of annual salary to account

Tuition Remission
- Immediate eligibility for regular collegiate faculty and staff members, including full-time and part-time (50 percent time or more) employees
- Spouses and dependent children eligible for undergraduate tuition after two years
- Up to 8 credits per semester

Spouse and Dependent Scholarship
- Tuition covered for one undergraduate or graduate course per semester at UMUC, based on fund availability
- Only applicable when tuition remission is not available

Note: This document presents highlights of benefit plans. Actual plan documents prevail in all situations involving questions or issues.
Currently, more than 92,000 students attend UMUC online and on-site in more than 25 countries and territories throughout the world. About 55,000 students are military—active duty, veterans, or family members—making UMUC one of the largest education providers to the U.S. military. In 2010, UMUC had more than 234,000 online course enrollments.

“As a faculty member at the Graduate School, I have found UMUC students to be engaged and excited about online learning. The instructional approach of the UMUC online classroom challenges yet supports the learner, leading to a quality and fulfilling educational experience.”

PETER CARLIVATI, PhD, ADJUNCT ASSOCIATE PROFESSOR, MANAGEMENT, ACCOUNTING, AND FINANCE, THE GRADUATE SCHOOL