

## USC Faculty Benefits Comparison Chart FEEC 2016

| University | Health  | Income Saving   | Tuition  | Phased Retirement  | Recall to Service   | Pre-Retirement Training                     | Parking  | Email in Retirement   | Faculty Club   | Misc. Services  |
|------------|---|---|--|--|---|---|--|---|--|---|
| USC        | <p>Retire &gt; or = 65 years: Retired faculty may purchase Medicare supplemental plan, USC Senior Care. Advantages include: 1) may opt in or out of USC Senior Care at any time based on retired faculty preference at that time; 2) rates are flat, unlike many other supplemental plans in which rates rise with age; 3) includes dental and vision care.</p> <p>Retire &lt; 65 years: Retired faculty independently identify their preferred health insurance product but, at age 65 years, are eligible to purchase USC Senior Care as a Medicare supplement.</p> | <p><b>University Contributions:</b> USC contributes 5% at a four-year graded vesting schedule. USC matches employee pre-tax or Roth contributions up to 5% of eligible earnings.</p> <p><b>Employee Contributions:</b> 0-5% of eligible earnings.</p> | <p>100% USC tuition remission for either undergraduate, graduate or progressive degrees. Benefit begins at employment and expires when dependent reaches age 35; for non-USC degrees, Tuition Exchange Program allows for four years of under graduate for free with participating institutions (600+) for reciprocal exchange. If 15 years of service, retired faculty get tuition assistance (dependent must be &lt; 35 years old). Retirees also qualify for tuition exchange program. Undergraduate benefit at USC is not taxed, graduate degree education is taxed.</p> | <p>Phased retirement is allowed in the Faculty Handbook for up to 2 years. Full-time faculty (tenured or RTPC) who have submitted their retirement shall be entitled to receive a transitional part-time leave, with halftime (or greater) duties at proportionate compensation, for up to 2 years (or such longer period as the Provost decides).</p> | <p>Yes. Less than 50% time allowed, so return to service faculty not benefits eligible.</p> | <p>Yes. Seminars and written materials.</p> | <p>Yes. Must have Gold Card from Emeriti Center.</p> | <p>Yes. Everyone gets it as a privilege (not a benefit), therefore, it can be taken away.</p> | <p>Yes, if faculty a member for 5 years in a row pre-retirement.</p> | <p>Book-store discount with Gold Card from the Emeriti Center. In-person access to the libraries only, not online for retirees who are not emeriti. Emeriti and recalled to service faculty have online library access. Retired faculty assoc. rep on Acad. Senate.</p> |

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| <b>UCLA</b>       | UC offers multiple subsidized health plan options. | The lifetime monthly benefit, called Basic Retirement Income (BRI) is a percentage of average salary or HAPC. The percentage is based on service credit and age at retirement. For example, if faculty retire at age 65 (age factor of .0250) with 20 years of service credit, the benefit percentage is 50 percent (.0250 x 20). The faculty BRI would be 50 percent of your HAPC. | None           | Yes. Minimum of 5 years of service; phased retiree works at 60% effort. "Pathways to Retirement Plan" which allows faculty to plan retirement for up to two years. | Yes, for up to one year. May get chancellor approval for more than one year. | Primarily through the vendors. | Emeriti with five years of service may buy a reduced rate parking pass for \$150 per year. | Email accounts are maintained, including department accounts. | May keep a paid membership at a lower rate. | N/A                   |

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| <b>Tufts</b> | Multiple subsidized retiree health plans offered if 65 years or older. If younger than 65 years, may continue former plan. | 401(a) Basic retirement plan: Age 21-40 gets 5% of salary under Social Security wage base, or 10% of salary over Social Security wage base. Age 40+ get 10% of salary under Social Security wage base, and 15% of salary over Social Security wage base. Also has an optional 403(b). | Not sure about in retirement, but tuition benefits are exclusive to Tufts for a 4 year undergraduate degree per child.                                     | Not offered.  | Mentoring and teaching opportunities may be available on a part-time basis via the Experimental College. | Provided by vendors. Does not seem to be extensive.  | Parking for retirees for the Medford-Somerville campus, but not the Boston campus. | Email is maintained.  | N/A  | Emeriti faculty are invited to attend Acad. Senate meetings as non-voting members. Emeriti have elec. library privilege. |
| <b>CMU</b>   | Coverage through COBRA, 60-64 years. Subsidized rates after 65 years, depending on years of service.                       | Matches employee contribution up to 8% of salary.   | 100% reimbursement for CMU tuition; \$6,820 for other institutions. Unlimited number of dependents for CMU tuition; limited to two for other institutions. | Available to faculty $\geq 61$ years old with 10 or more years employment; up to four years at 50%. | Recall to service is available; benefits will reflect the applicable contract for the service.           | The university will provide information to assist faculty in retirement planning. A person will be designated in HR to support retirement. | 50 free days of parking for retirees. May buy added day passes may at half price.  | Emeriti faculty maintain electronic privileges and access to libraries. | Faculty are invited to be, or cont. being members, of the university club. | Reasonable office space should be available to emeriti faculty who need it. This may be shared space.                    |

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| <b>Princeton</b> | Retirees 55 years and older with at least 10 years of service may be eligible for health benefits. Unclear if subsidized. | Contributes 9.3%-12% of salary. Does not match employee contribution | With five years of benefits eligible service, faculty may receive up to 50% of child's college tuition up to \$16,160. A child not receiving these benefits at time of retirement, will not be eligible. | Two and three year phased retirement options at 50%. | Retired faculty may be recalled to service as senior scholars or lecturers. | Website support.        | No charge for retiree parking. | Emeriti faculty retain university computing privileges through their lifetime. | Membership to Prospect House continues just as when on faculty. | Emeriti faculty may be assigned office space as available and as needed, though they have lower priority than active faculty. |

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| <b>Harvard</b>  | Multiple plan options available, unclear if subsidized. | "Harvard fully-funded" retirement plans for those over half-time. For participants under age 40: 5% of compensation up to the Social Security tax base (\$118,500 in 2016), plus 10% of compensation over that tax base. For participants age 40 and over: 10% of compensation up to the Social Security tax base, plus 15% of compensation over that tax base. Also have a Tax-Deferred Annuity Plan 403(b) option. | None to dependents; tuition benefits reserved for active staff, faculty and retirees.   | Recent five year program, offering 1, 2 and four years of phased retirement closed. Was well received.                      | Professors Emeriti are welcome to teach one half-course per year after retirement and to complete graduate student advising. | Pre-retirement training programs are offered several times per year. | No apparent discount.  | Emeriti professors maintain email accounts and network access.  | Membership available. No discount noted. | Emeriti are allowed office space, but it is defined by the department and based on availability. |
| <b>Stanford</b> | Multiple subsidized plans available.                    | Matches employee contribution up to 5% of salary.  | Tuition Grant Program: the cost of tuition, less any applicable grants or scholarships or up to 50% of Stanford's tuition (\$23,685) for eligible dependent children. Limited to undergraduate. | Faculty Retirement Incentive Program: age 63-67 years old may have two years; age 68-71 years old may have one year. (2010) | Faculty may be recalled to service for a one year period in either a full-time or part-time basis.                           | Workshops and support via HR.  | Free. Parking "A" sticker is available to retirees at no cost. | Email and online services are maintained along with dial-in services, file services and site-licensed software. | Emeriti membership is at a 50% discount. | N/A  |

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| <b>Columbia</b>   | Multiple plans available. Uncertain if subsidized. | Retirement plans based on years of service and age. | College Tuition Scholarships pays the <b>lesser</b> of 50% of the external institution's tuition or 50% of the current year's Columbia tuition (\$25,263) | An incentive plan over five years offers a phased option for qualified tenured faculty. | Faculty are allowed to teach in their departments post retirement | HR offers a series of retirement workshops throughout the year. | Parking privileges are allowed. They have a tiered parking system and your access remains the same as pre-retirement | Email is maintained.       | N/A                 | N/A                   |