

THE UNIVERSITY OF RHODE ISLAND

At URI, we understand our faculty and staff are central to our success, which is why we have built a comprehensive benefits package to support our employees' personal wellness and professional growth.

Rhode Island has 400 miles of Atlantic Ocean coastline and is bursting with natural beauty, cultural variety, and recreational opportunities of every kind. Even with all these incredible features, Rhode Island offers a very competitive cost of living compared to our Northeast neighbors.

WORK LIFE BALANCE

- ▶ Generous time off benefits include paid holidays, vacation, sick/family sick leave, and personal days
- ▶ Parental leave, bereavement leave, jury leave, military leave, and educational leave
- ▶ Depending on your role, remote, hybrid, and flexible schedules
- ▶ Phased retirement and Sabbatical leave for eligible faculty

WORK LIFE RESOURCES

- ▶ Bright Horizon's Care Advantage membership provides access to a wide variety of local and remote child and elder caregiver services
- ▶ Subsidized public transportation with RIPTA bus passes available at half price
- ▶ Child Development Centers on the Kingston and Providence campuses provide NAEYC accredited pre-school and are deeply committed to developmentally appropriate practice

HEALTH BENEFITS

- ▶ Medical, prescription, dental, vision care plan options with **competitively low co-shares**
- ▶ Flexible Spending Account
- ▶ Health Savings Account available with Anchor Choice Medical Plan
- ▶ Decision support resources available to help choose the benefits package that is right for you
- ▶ Employee wellness fairs with health screenings as well as Flu and Shingrix vaccination clinics

EMPLOYEE AND FAMILY WELLNESS

- ▶ URI Campus Recreation membership discount for employees/partners/dependents includes access to a fitness and wellness center, indoor track and basketball courts, cardio and weight room, aquatic center, youth swim programs, sailing pavilion with paddleboard and kayak rentals and group exercise classes (including Yoga, Barre, TRX, Keiser Cycle, Active for your Life, Zumba, and more) at all facilities



For detailed information visit:
uri.edu/hr/benefits

- ▶ Employee Assistance Program for State employees, dependents and household members can receive **FREE confidential assistance with personal and job-related problems**. Licensed specialists provide professional assistance and referrals to local experts to help you navigate through life's little and big challenges
- ▶ The URI Psychological Consultation Center and the Couple and Family Therapy Clinic are available on campus for employees and their families at a discounted rate.
- ▶ To foster a sense of belonging and community engagement, URI faculty and staff are eligible for discounts to URI Theatre Performances and Concerts; and deep discounts on season tickets for all Rhody Sports as well as exclusive Athletics gifts, offers, and events
- ▶ Medical plan participants have a Rewards for Wellness Program offering financial rewards and activities that promote a healthy lifestyle and provide motivation to remain engaged
- ▶ URI Dining Services provides access to healthy, tasty, sustainable **food**, and, in fact, has won National Awards. Partnering with our campus farms, and local fishing community, we bring local food to our venues. The Rhody Connect app accesses daily offerings which can be filtered by food allergen and/or lifestyle choices, and everyone is welcome!

FINANCIAL HEALTH

Competitive Retirement benefits available, based on classification of position

- ▶ RIOPC 403(b) Defined Contribution Plan
 - (5% Employee Mandatory Contribution obtains the **9% University Contribution**) (Non-Classified Employees)
- ▶ Employee Retirement System of RI retirement pension (Classified Employees)
- ▶ Deferred Compensation Plans
- ▶ TreasuryDirect, CollegeBoundfund 529 plan
- ▶ RIOPC Medical Retirement Plan – Subsidized Post 65 Medical benefit (Non-Classified Employees)
- ▶ Retirement seminars and consultations for guidance navigating the transition to retirement

- ▶ Basic Group and Supplemental Life Insurance
- ▶ Long-Term Disability Plan (Non-Classified Employees)
- ▶ Short Term Disability Policies, Cancer Expense Protection Policy
- ▶ Dependent Care expense pretax deductions
- ▶ Legal Services
- ▶ Special URI employee discounts from various companies and organizations

EDUCATION & PROFESSIONAL DEVELOPMENT

- ▶ Tuition Waiver for employees, spouses/partners, and eligible dependents
- ▶ University of Connecticut & University of Maine reciprocal agreement – at their in-state tuition rate
- ▶ IT training opportunities on the tools you need to be your best at work
- ▶ The Office for the Advancement of Teaching and Learning (ATL) promotes excellence and innovation in teaching and learning at URI by providing programming to help faculty be successful in the classroom. IT Teaching and Learning provides training in the best practices of online pedagogy and blended teaching and learning
- ▶ Dual Career Couple Support
- ▶ Access to URI Library databases provide a wide range of professional development resources
- ▶ Access to LinkedIn Learning
- ▶ Incentive In-Service Training Programs for Classified Employees

For detailed information visit:
uri.edu/hr/benefits

