

## SECTION D: OTHER SUBSIDIZED BENEFITS

Selected benefits, including insurance, fee waivers, and unemployment compensation, are described below.

### 1. Benefits in Brief

The Benefits in Brief pages are currently located on the web at:  
[www.bgsu.edu/offices/ohr/benefits/bnft\\_brief\\_fac.html](http://www.bgsu.edu/offices/ohr/benefits/bnft_brief_fac.html)

### 2. Insurance Benefits

Insurance benefits are provided under a University designated plan. Detailed descriptions of these benefits appear in handbooks distributed to all faculty. Information and assistance also are available at the Insurance Office.

The period of coverage for insurance and related benefits for faculty employees with academic-year appointments, and for the dependents of such employees where applicable, shall be for the twelve month calendar year commencing on the official start of the employee's academic year appointment.

### 3. Fee Waiver Policy

The policy governing these faculty benefits shall be as follows:

#### a) Employee

1) A full-time employee of the University, including a person employed full time at the University, but compensated by another agency (i.e., ROTC, research agency, etc.), or one who has retired with ten years of full-time BGSU service may enroll in 15 credit hours each year, not to exceed eight credit hours per academic term, including the summer term, on either an audit or credit basis without payment of the instructional or general fees, if

- (a) the employee's department chair or area administrator certifies that the person's enrollment will not interfere with the discharge of duties as a University employee;
- (b) the employee's enrollment in the section of the subject is recommended by the appropriate academic Dean or area administrator and approved by the VPAA/Provost;
- (c) the employee's enrollment will not prevent a regularly registered student from attending the class section; and
- (d) enrollment for the course occurs in the Office of Registration and Records.

A full-time academic employee is one who is appointed (including leave of absence) for a minimum of two semesters of the same fiscal year and whose teaching assignments and/or other assignments are determined by appropriate authorities to constitute a full load.

2) A full-time faculty member who has formally retired from the University with ten years of full-time BGSU service is able to receive the same fee waiver benefits as an active full-time faculty member.

3) A part-time employee shall be eligible for a prorated fee waiver benefit after completing one year of full-time equivalent service (24 hours of instruction for faculty). To remain eligible for the benefit the part-time employee must continue to teach at least one course annually.

b) Spouse/Child

The cohabitant spouse, and/or child or children of a full-time employee who has completed three years of full-time service at BGSU, may enroll without payment of the instructional fee either as a full-time or as a part-time student at the University, on the campus or at any off-campus branch or center, provided that the individual is eligible to be considered a personal exemption under the provision of Section 151 of the Internal Revenue Code. The same fee waiver shall apply to the cohabitant spouse and/or child or children of a faculty member who retires with ten years of full-time service at BGSU, provided that these individuals (child or children and cohabitant spouse) were dependents at the time of the faculty member's retirement. The payment of instructional fees will be waived provided that the individual receiving the fee waiver is eligible to be considered a personal exemption under the provision of Section 151 of the Internal Revenue Code. This benefit does not apply to the spouse and/or child or children of part-time faculty.

c) Widow/Widower or Child of a Deceased Faculty Member

The widow/widower or child of a deceased full-time faculty member who has completed three years of full-time service at BGSU, may enroll without payment of the instructional fee, either as a full-time or a part-time student at the University on the campus or at an off-campus branch or center. The general and other course fees or charges shall be paid by the student. This policy does not apply if the faculty member's appointment was terminated for any reason other than by retirement, death, or sickness that led to death. The policy also does not apply to a widow/widower or child who is not eligible to be considered a dependent under the provision of Section 151 of the Internal Revenue Code.

Appeals of the application of these procedures should be made to the President of the University.

d) Fee Waivers Agreement Between BGSU and UT

The Boards of Trustees of BGSU and the University of Toledo (UT) have approved a reciprocal agreement whereby full-time employees of one university may take courses at the other university with a waiver of fees. The agreement applies to full-time employees only and does not include waivers for dependents.

BGSU employees receive the same benefits at UT as on the BGSU campus. BGSU's rules and limitations under the present policy for employees will apply for taking courses at UT.

- (1) It will be necessary to be properly admitted as a student (either undergraduate or graduate) at UT before enrolling for courses.
- (2) Expense authorization forms, as well as registration cards for a parking permit, are available in the Office of the VPAA/Provost.

e) Fee Waivers Agreement Between BGSU and MCO

On November 6, 1975, the Board of Trustees of BGSU approved a reciprocal agreement whereby full-time faculty members of BGSU may take courses at MCO with a waiver of fees. The agreement covers full-time faculty members only. Faculty members interested in this option should contact the Office of the VPAA/Provost for further information.

4. Unemployment Compensation

- a) When an application for unemployment compensation is made by a former faculty member and the Office of Human Resources is notified by the Bureau of Employment Services, the VPAA/Provost and appropriate Dean will be informed of the application. Human Resources will also seek information from the former faculty member's Dean concerning the person's current employment status. If the faculty member in question has always been on a term or temporary or non-tenurable Lecturer appointment, the Dean will inform Human Resources that the termination of employment is due to the lack of availability of further work, i.e., appropriate for unemployment compensation.
- b) If the personnel records in the VPAA/Provost or Dean's Office indicate that the termination of employment was voluntary on the part of the faculty member, either the Dean or the VPAA/Provost will so inform the Office of Human Resources. In such a case, unemployment compensation is not permissible.
- c) If the Dean or VPAA/Provost finds that the termination is related to some cause in which the faculty member has no responsibility for the outcome (i.e., staffing reduction), either the Dean or the VPAA/Provost will so inform the Office of Human Resources and endorse the payment of unemployment compensation.
- d) If the termination of probation is a result of a decision not to grant tenure, but not involving voluntary resignation by the faculty member, or clear evidence of willful failure to meet professional standards of conduct, the University will endorse the payment of unemployment compensation.
- e) If the decision of the Dean or VPAA/Provost is to endorse the payment of unemployment compensation and the Director of Human Resources disagrees, the Director of Human Resources may bring the matter to the attention of the President for review.

