

## **Benefits**

### **Health Insurance**

CSU offers several health insurance plans, as well as dental and vision. See <https://mycsu.csuohio.edu/offices/hrd/benefits.html>

#### **Spouse/Partner**

As same-sex marriages are now permitted in Ohio as a result of the June 2015 United States Supreme, same-sex partner benefits are available to married couples.

### **Employee Assistance and Work/Life Program**

Cleveland State University's Employee Assistance and Work/Life Program is administered by **IMPACT Solutions**. Services and benefits are provided by the University to all full-time and part-time faculty and staff and their household members, dependents living away from home, parents and parents in-law at no cost. IMPACT is designed to confidentially provide guidance and assistance with many of life's every day and sometimes unexpected challenges.

**Confidential professional support is available by calling (800) 227-6007, 24 hours a day, 365 days a year.**

#### **Services:**

- Unlimited phone consultation
- 5 free face-to-face counseling or discussion sessions per person per life situation
- Numerous resources for general day-to-day work or life issues including:
  - Stress
  - Depression or anxiety
  - Job Performance difficulties
  - Alcohol/Drug abuse
  - Tobacco Cessation Resources with access to resources to help you quit using tobacco products
  - Legal/financial matters See the Financial and Legal Resource Center
  - Identity theft recovery assistance
  - Adoption
  - Child/eldercare and other family issues
  - Pet care services

### **The Journey to Wellness Programs**

The Wellness Programs are designed by HHP (Health and Human Performance) for CSU faculty and staff to educate and promote healthy lifestyle change in attitudes and adopting healthy workplace practices. The program offers educational presentations, health screenings, and other fitness activities throughout the year and are available to all faculty and staff at CSU. To register for any of the programs please visit the following link:

<https://www.csuohio.edu/cehs/hperd/journey-wellness>

### **Long Term Disability Benefits**

- CSU provides disability income protection at no cost in the event of injury, illness or if an employee is unable to perform their normal occupation or any occupation after two years. The Long Term Disability income plan provides benefits after 90 days of disability for full-time faculty/staff and part-time staff scheduled to work 30 – 39 hours per week. Effective July 1, 2013, Unum administers the long-term disability plan for CSU.
- The University's Sick Pay benefits are intended to provide full income replacement during periods of short term disability prior to the time you are eligible to begin receiving Long Term Disability benefits if qualified.
- The plan may replace up to 60% of your base salary to a maximum of \$5,000 per month if you become disabled according to the definition of disability included in the plan certificate.
- These benefits are reduced by any amount you receive from OPERS, STRS and Social Security.
- For more information contact a member of the Benefits Services staff at extension (216) 687-3636 or email at [Benefits@csuohio.edu](mailto:Benefits@csuohio.edu).

### **Tuition Benefits ([https://mysu.csuohio.edu/offices/hrd/benefits\\_tuition.html](https://mysu.csuohio.edu/offices/hrd/benefits_tuition.html))**

Upon completion of one academic year of continuous full-time service since your most recent hire date, your spouse, or registered same-sex domestic partner and dependent children become eligible for tuition remission for credit courses.

Generally, the employee's eligible dependent who is an undergraduate student may receive 100% tuition remission. A 50% remission is provided to eligible graduate students

### **Employee Discount Program**

The Cleveland State University Department of Human Resources arranges for discount programs and other commercial promotions attractive to CSU Faculty & Staff. This information is provided as a value added service to CSU employees and their families.

See: [https://mysu.csuohio.edu/offices/hrd/benefits\\_employee\\_discount\\_program.html](https://mysu.csuohio.edu/offices/hrd/benefits_employee_discount_program.html)