

December, 1995

CHAPTER THREEFOUR: FACULTY BENEFITS

I. Retirement, Insurance, and Other Group Benefits

The Benefits Office maintains *current* information concerning policies of all benefit programs. ~~Each new faculty member should arrange a conference with someone from the Benefits Office as soon as possible after arriving on campus. It is essential for new faculty members to arrange a conference with someone from the Benefits Office as soon as possible after arriving on campus. Some of the benefit programs are either optional or require decisions among options; some decisions must be made during the first 30 days that one is on the University's payroll.~~

A. Retirement

Retirement programs for faculty and professional staff members include the Teachers' Retirement System of Alabama (TRSA), the Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA-CREF), and Social Security. The cost of participation in these programs is shared by the individual, the University, and the State. Requirements for these programs vary, as does the distribution of costs. The Benefits Office can provide current information on all aspects of retirement benefits.

1. Teachers' Retirement System of Alabama (TRSA)

~~Most full-time and part-time faculty and professional staff members are required by state law to participate in TRSA. The only exceptions to this requirement are is for temporary personnel employed for a period of one year or less, and for individuals who have attained age 61 prior to appointment and have not previously held membership in TRSA or the State Employees' Retirement System. Faculty and staff members contribute five percent of their total compensation to TRSA; the State of Alabama contributes appropriate funds calculated by a formula. The member's contributions of those who participate is are on a tax-deferred basis for federal income tax.~~

The system has a 10 year vesting period.* Faculty members may *retire and* begin to receive benefits at age 60 if they have participated in the system for at least 10 years. Individuals who have participated for at least 25 years may *retire and* begin to receive benefits at any age. Retirement begins officially on the first day of a month, regardless of the day on which employment ended.

~~In the event a member resigns from employment with the State of Alabama before vesting in the program or before qualifying for retirement, the individual is entitled to receive his or her accumulated contributions plus a portion of the accrued interest.~~

Individuals who resign from employment with the State of Alabama before vesting in the program, or before qualifying to receive benefits, are entitled to a refund of their contributions; those who have participated in TRSA for at least three years are also entitled to receive a portion of the accrued interest on their contributions. Withdrawn contributions are taxable income, and there may be federal tax penalties for early withdrawal. Applications for refunds can be obtained from the Benefits Office.

2. TIAA-CREF

~~Full-time tenured or probationary faculty members, and professional staff members who meet criteria of the Wage and Hour Law for exempt status, have the option of participating in TIAA-CREF. They may elect to participate by contributing one, two, three, four, or five percent of their salary, and the University will match that contribution; contributions above five percent are not matched by the University. Individuals may make their contributions on a tax deferred basis for federal *and state* tax purposes; in this case, the percentage contributed cannot be changed more frequently than once each year, and the Internal Revenue Service places limitations on the amount which can be tax~~

deferred. *Consult the Benefits Office for additional information.*

3. Social Security

All faculty and staff members must comply with federal statutes requiring participation in Social Security programs.

4. Annuity Contracts

~~Faculty or staff members have the option of purchasing annuity contracts through salary reduction agreements. Subject to Internal Revenue Service regulations, federal *and state* tax on those contributions may be deferred. Participation in salary reduction agreements has no effect on contributions to TRSA, Social Security, and group insurance coverages. Members may choose to place funds from salary reduction agreements in Supplemental Retirement Annuities (SRA) of any annuity company which meets conditions specified by the University. If the contribution is tax deferred, the choice of the amount contributed cannot be changed more than once each year.~~

Tax regulations may permit faculty members to defer federal and state tax on part of their salaries by purchasing a Supplemental Retirement Annuity (SRA) through what is called a salary reduction agreement. There are constraints on the amount that can be contributed on a tax deferred basis, as well as on when a salary reduction agreement can be initiated or changed, and on eligible SRA providers. Consult the Benefits Office for more information.

B. Life Insurance

~~All full-time probationary and tenured faculty are covered by the University's group term life insurance and accidental death and dismemberment insurance as of the date of active employment with the University. This benefit, which is provided without cost to the individual, is not available to part-time employees or to persons holding temporary appointments. The individual must complete enrollment papers within the first 30 days of service. The Benefits Office maintains a current schedule of the amount of coverage provided. Individuals who are covered by these policies may purchase additional voluntary term life insurance and additional voluntary accidental death and dismemberment insurance through group insurance arrangements. Personnel in the Benefits Office can furnish further details and enroll faculty members.~~

All full-time probationary and tenured faculty, and temporary full-time faculty members who have been employed for at least one year, are covered by the University's group term life insurance and by accidental death and dismemberment insurance. This benefit, which is provided without cost to the individual, is not available to part-time employees. Faculty members covered by these policies (as well as temporary full-time faculty members who have not yet been employed for a year) may purchase additional coverage through the University's group insurance policies; no medical examination is required for such additional insurance if it is purchased during the first 30 days one is on the University's payroll.

Faculty members must go to the Benefits Office to declare the names of their beneficiaries. Personnel in the Benefits Office can furnish information about the coverage provided by the University and the cost of additional coverage.

C. Long-term Disability Insurance

1. Eligibility

Long term disability insurance is provided without cost to all probationary or tenured faculty members under seventy (70) years of age. Temporary, full-time employees are eligible when they enter their 13th month of employment.

2. Coverage

Upon approval, benefits begin on the 91st day of "total disability." Benefits of 66 ²/₃% of wages are then paid each

month during total disability.

Total disability is defined during the ninety (90) day waiting period and the first twenty-four (24) months of paid disability as the inability to perform duties of the insured's occupation. Following the 24th month of benefits, total disability is considered the inability to engage in any gainful occupation for which a faculty member may be qualified.

~~€. D. Medical Insurance~~

~~All full-time faculty and regular part-time faculty are eligible to participate in the University's group-sponsored medical insurance program(s). The faculty member must make a decision and inform the Benefits Office of that decision during the first 30 days of employment. Those who decline to participate must complete a statement of waiver. A decision not to participate can be changed by enrolling in the program in any subsequent November or December for coverage beginning the following January 1. The University contributes the premium of the individual employee; the employee can extend the coverage to eligible family members by paying the additional premium required. When a husband and wife are both employees who are eligible for coverage, they may obtain family coverage by paying the difference between the cost of family coverage and that of two individual premiums. Participation does not require proof of insurability. Qualified faculty may opt for family coverage in the first 30 days of an appointment, or at the birth of a child, or within 30 days of marriage. Qualified faculty also may opt during the months of November or December for family coverage beginning the following January 1.~~

All full-time faculty, and part-time faculty with non-temporary appointments of at least .50 FTE, are eligible to participate in the University's group-sponsored medical insurance program. Participation does not require proof of insurability, but there is a six-month waiting period for pre-existing conditions.

The premium cost for individual or family coverage is shared by the employee and the University, where the employee's share is based on the employee's annual salary. Current information about rates is available from the Benefits Office. A special Double Off-set premium rate for family coverage is available when a husband and wife are both employees and are both eligible for coverage. Applications for this premium arrangement are available in the Benefits Office.

Eligible faculty members may enroll in the University's medical insurance program. Those who want family coverage, and those who choose not to participate in the University's coverage, must sign the appropriate forms at the Benefits Office during their first 30 days on the University's payroll. Decisions not to have family coverage, or not to participate, can be changed in any subsequent November or December and the change will be effective on the following January 1. Also, family coverage can be added within 30 days of any event specified by the plan description booklet.

~~The group medical insurance program specifies a number of events which make the employee and/or members of the employee's family ineligible for regular participation in the program. These events include death of the employee, termination of employment or a change to part-time employment *ineligible employment status*, commencement of Medicare coverage, divorce or legal separation, and *marriage of a dependent child who no longer meets requirements for dependency or, if age 19-24, is no longer a full-time student*. Persons becoming ineligible for regular participation because of any of these events (except the employee who commences Medicare coverage or whose employment is terminated for adequate cause*) *The University's group medical insurance program specifies that coverage for faculty members ends when they are no longer eligible or when they begin coverage by Medicare. However, persons who are no longer eligible (except for those who commence Medicare coverage, or whose employment is terminated for adequate case*) may elect to continue to participate temporarily if they pay all costs of participation (including the portion previously paid by the University); these costs will be no more than two percent higher than the combined cost to the individual and the University for regular participation. Spouses of deceased faculty members may be eligible to continue health care coverage indefinitely.*~~

The family coverage for a person in the group insurance program excludes coverage for divorced spouses, for children who are married, and for all children over the age of 19 except for those between the ages of 19-24 who are full-time students.

Detailed information about the medical insurance program can be obtained from the Benefits Office. Personnel in that office will ~~assist in preparing~~ *provide* forms for insurance claims, but filing claims is the responsibility of each employee or, ~~in some cases,~~ *of the health care provider.*

E. Dental Insurance

All full-time faculty and regular part-time faculty (.50 FTE or greater) who participate in the University's medical plan are eligible to purchase optional dental insurance. The premium for individual or family coverage is paid by the employee. Those who choose to enroll in this program must do so during the first 30 days that they are on the University's payroll or during open enrollment periods set by Blue Cross/Blue Shield and announced by the Benefits Office. Persons enrolled in the program must stay in the program until they remove themselves during a subsequent open enrollment period.

F. Flexible Spending Accounts for Health and Dependent Care

Flexible health care and dependent care spending accounts may offer tax advantages for full-time probationary and tenured faculty members. Details of plans currently available can be obtained from the Benefits Office. Enrollment in these plans must occur in the first 30 days on the University's payroll or during the open enrollment period announced each year.

~~G. Drug Abuse Prevention Program~~

The University complies with federal statutes by maintaining a Drug Abuse Prevention Program. Information concerning this program can be obtained from departmental offices, dean's offices, the Office for Academic Affairs, and the Benefits Office.

II. Educational Benefits

A. Tuition Grants

~~Probationary or tenured faculty members who have two calendar years of consecutive service (excluding summer sessions) with the University, and all of their eligible dependents, are entitled to receive tuition grants at The University of Alabama. This entitlement extends to eligible dependents of qualified retired or deceased faculty members. These grants cover fifty percent of the usual tuition (exclusive of any special fees). Eligible dependents consist of the individual's spouse and any unmarried dependent children under the age of 24. The Benefits Office administers this program.~~

It is the policy of The University of Alabama to offer educational benefits and tuition grants to eligible members of its faculty. These programs deal only with tuition. Admission to the University must be obtained through the regular admission process.

The tuition grant entitles an eligible faculty member to full tuition reimbursement (100%) for up to three (3) hours at the standard on-campus in-state tuition rate, and one-half tuition reimbursement (50%) for all other hours, taken during an eligible enrollment period, or a prorated amount if the faculty member is appointed to a part-time (not temporary) position.

Eligible enrollment periods are the Fall semester, the Spring semester, the Interim Program and the Summer sessions.

Spouses and dependent children of eligible faculty members are entitled to one-half tuition reimbursement (50%) for all hours taken during an enrollment period, or a prorated amount if the faculty member is appointed to a part-time position.

Course-related fees, such as laboratory or equipment fees, are not covered by this policy and must be paid by the student.

1. Faculty Members Eligibility

a) Eligible faculty members are those who have been appointed to full-time positions, or to regular (not temporary) part-time positions for two consecutive years. (A nine month academic appointment during a calendar year is counted as employment during the year, but the benefit does not begin until the end of the second calendar year.) Eligible part-time appointees are entitled to a prorated amount of the tuition reimbursement, depending on the FTE (full-time equivalency). For example, an eligible part-time appointee of .50 FTE would be entitled to one-half tuition reimbursement (50%) for up to three (3) credit hours and one-fourth tuition reimbursement (25%) for all other credit hours taken during an enrollment period.

b) The faculty member must be in an eligible employment status through the first day of class to receive a tuition grant for the semester.

c) An employee who becomes eligible for this benefit after the last official date of registration will not receive a grant until the following semester.

2. Dependents Eligibility

Spouses and dependent children of eligible faculty members may receive 50% tuition grants for all courses taken. This benefit is prorated if the sponsoring faculty member is a regular part-time employee.

a) Dependent children must be unmarried and under age 24 on the first day of classes.

b) Only one tuition grant per student will be awarded, even if there is more than one eligible faculty member in the family unit.

3. Procedures

Eligible faculty members who wish to apply for tuition grants for themselves or their dependents should complete and submit the application for tuition grant to the Benefits Office at least one month prior to the academic term. Applications are available in the Benefits Office. Only one application per student is necessary for an entire academic year, which begins with the Fall semester and ends with the end of the last Summer session.

4. Terms and Conditions

a) Tuition grants approved for students who are later determined to be ineligible will be recalled and appropriate charges will be billed on the student's account. The employee bears the responsibility of notifying the Benefits Office of any information that would affect eligibility for ~~the~~ a tuition grant.

b) This tuition reimbursement benefit applies to The University of Alabama only. We do not have a reciprocity agreement with The University of Alabama at Birmingham or with The University of Alabama at Huntsville.

c) All retirees of The University of Alabama maintain eligibility for this benefit if they were eligible on the last day of their employment. The dependents of eligible retired or deceased faculty members are entitled to the same tuition benefits as dependents of other faculty members.

d) Eligible faculty and dependents will receive the tuition grant as a credit applied to the enrolled student's account maintained by the Office of Student Receivables.

e) The tuition grant will be granted, if eligibility criteria are met, regardless of any other source of funds (i.e. State of

Alabama P.A.C.T. Plan, scholarships, federal financial aid, etc.) which may also be credited to the student's account. Excess credit will be available for refund to the student.

f) For student financial aid purposes, the tuition grant is considered a financial resource which must be deducted from estimated financial need in accordance with Federal regulations. Contact the Financial Aid and Scholarship Office if you need additional information.

g) Tuition grants may have tax implications. The Payroll Office can give you more information concerning this possible tax liability.

B. Library Privileges for Dependents

Dependents of faculty members (including retired or deceased faculty members) may use their Identification Cards (issued by the Educational Media Department) to check out materials from the University Libraries.

III. Leaves

A. Leaves of Absence

A tenured or probationary faculty member may apply for a leave of absence which, except for extended military leave, shall be for a period of one year or less. These leaves include sick leave, maternity leave, military leave, jury duty leave, and voluntary leave without pay.

1. ~~Sick Leave or Maternity~~ Maternity or Sick Leave*

In the event of pregnancy or an illness, a faculty member will receive maternity leave or sick leave for periods which may be as long as six months. The University may request confirmation from competent medical sources of the need for maternity leave or sick leave. When a faculty member goes on such a leave, the department chairperson or dean must arrange for colleagues to carry out the faculty member's obligations or must make other arrangements for fulfilling those obligations. In order to facilitate programmatic planning, a faculty member should notify the department chairperson or dean of the need for maternity leave as far in advance of the anticipated leave period as possible. The faculty member should not commence maternity leave until advised to do so by her physician. Maternity leave covers recovery from pregnancy, miscarriage, abortion, childbirth, and from any resulting disabilities.

2. Military Leave

Tenured and probationary faculty members and professional staff members can receive leave for required military service. The conditions regarding military leave vary according to the length of required service.

(a) Active Duty for Training

Tenured and probationary faculty members and professional staff members are entitled to leave of not more than 21 days annually in order to meet obligations for active duty for training with components of the Armed Forces of the United States. Personnel on such leaves continue to receive compensation and benefits while on leave.

(b) Extended Military Duty

Tenured and probationary faculty members and professional staff members who have active duty military obligations for extended periods of time are entitled to receive Extended Military Leave. Faculty members placed on Extended Military Leave continue to receive their usual University compensation and benefits during the first month of military service. A faculty member who has had Extended Military Leave is entitled to reinstatement with the University without loss of rank or previous rate of compensation. To become reinstated, the faculty member must return to service

with the University within ninety days of the first opportunity for release from military duty, or at the beginning of the first regular academic session following that opportunity for release, whichever comes first (assuming return at the beginning of the next regular session will not impose an undue burden on the individual).

3. Jury Duty Leave

All faculty members may receive time off when called to serve on a jury panel. Faculty members must attempt to arrange for their classes to be met and for any other essential duties to be performed during such leaves, and must inform the departmental chairperson or dean of the need for leave and of the arrangements which have been made.

4. Voluntary Leave Without Pay

Tenured and probationary faculty members may request a voluntary leave of absence without pay ~~for further study or for other activities which contribute to professional development. Typically, such leaves are granted for the purpose of further study, broader experience in the person's field, or in recognition of the faculty member's stature in the field.~~ Normally, the faculty member should request leave of absence at least three months in advance of the beginning of the proposed leave period. ~~The Academic Vice President Provost/Vice President for Academic Affairs grants approval for~~ *decides whether to approve* such leaves after considering recommendations from the chairperson and dean. Because granting a voluntary leave may interrupt the continuity of an educational program, the availability of appropriate personnel and the importance of the individual's contribution to the smooth and orderly operation of the program will be among the factors considered in deciding whether to grant such leave. Time spent on a voluntary leave without pay is not counted when considering eligibility for a sabbatical leave unless prior agreement to count this time is recommended by the departmental chairperson and the dean and approved by ~~the Academic Vice President Provost/Vice President for Academic Affairs~~; approval will depend on the extent to which planned activities can be expected to enhance the applicant's professional stature, including the likelihood that research or scholarly publications will result. Time spent on a leave without pay does not accrue credit in the Teachers' Retirement System of Alabama.

5. Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) provides for unpaid leave for some employees to deal with medical or other family problems. The basic criteria for hourly employees involves having worked for 1,250 hours at the University during the preceeding 12 months, having exhausted sick leave, etc. These criteria are not readily adaptable to faculty members who have academic year appointments and do not accumulate official sick leave. However, the University is committed to comply with both the letter and the spirit of FMLA. Faculty members who want leave as specified by FMLA should consult the University Compliance Officer. That Officer, after consulting with the Compliance Officer of the faculty member's division, will assist in obtaining any appropriate leave.

5-6. Effect of Leaves on Insurance Programs

When a faculty member has a leave of absence without pay, or temporarily goes off the payroll for other reasons, the faculty member may continue the complete insurance program (medical, life, disability, and accidental death and dismemberment) by paying the full cost. *However, the University will continue to pay its portion for pre-existing health coverage for the faculty member who is on FMLA leave.* The faculty member must file a request for continuation of insurance at the Benefits Office; personnel of that office will provide information about the cost of continuation and will explain options available to the individual.

B. Annual Leave

Faculty members on academic year appointments receive identified holidays during the academic year and have no obligation to perform University-related duties at times not included in the academic year. Faculty members on calendar year appointments receive identified holidays and earn 22 days annual leave per calendar year; they may accrue a maximum of 30 days of annual leave. *Calendar year faculty also earn one day of sick leave per month; there*

is no maximum accrual rate for sick leave.

~~IV. Academic Benefits~~

(previously mentioned in Chapter Three)

~~A. Financial Assistance for Research~~

~~IV. Financial Assistance for Research~~

~~The University provides financial and other assistance to faculty members engaged in research. Additional time for research may be provided through a reduced teaching load when departmental or divisional resources permit. The Research Grants program provides some grants-in-aid to faculty members. The Office for Sponsored Programs assists faculty members in identifying contract and grant opportunities and in developing proposals requesting research funds from governmental agencies and from private agencies and foundations.~~

~~B. Publication of Faculty Textbooks and Manuals~~

~~Faculty members may arrange to have their text materials printed and sold through the University Supply Store. The University of Alabama Press welcomes scholarly manuscripts of faculty members; publication decisions are made by the University Press Committee on the basis of a rigorous peer review process.~~

~~IV. Emergency Medical Care for Job-Related Injuries~~

~~The University provides limited emergency medical treatment at the University Health Center to faculty members injured in the course of official University activities. Persons with major injuries, or with disabilities that require prompt medical attention, are referred to local emergency facilities.~~

~~A. Emergency Medical Care for On-the-Job Injuries (OJI)~~

~~*As a means of providing prompt medical attention for injured or disabled employees while engaged in official duties of the University, the facilities of the Capstone Medical Center are available for limited out-patient emergency care at no cost to the employee when the University is in session. Injured employees are required to use the service of the Center except for extensive or major injuries or disabilities which require a greater degree of care than the Center can provide. Such cases should be referred directly to local emergency rooms. Detailed procedures are available in academic offices or by calling Human Resources at 348-6692.*~~

~~B. Hazardous Materials Management Program~~

~~*In compliance with Federal Regulations, The University of Alabama has established the Hazardous Materials Management Program administered by its Office of Environmental and Health Services. It is the responsibility of each faculty, staff and student to ensure that there is compliance with regulations governing the use and disposal of hazardous materials. Detailed information, including a Chemical Hygiene Plan governing laboratory safety, may be obtained from academic offices or from the Office of Environmental and Health Services (348-5905).*~~

~~V. Business Services~~

~~A. Discount Privileges at the University Supply Store~~

~~Faculty members and dependents (including dependents of retired or deceased faculty members) receive discounts on all books and on supplies and University souvenirs purchased at the University Supply Store. Exceptions to this policy may exist for items already discounted, for special orders, or during special sales. A University ID card must be~~

presented in order to receive the discounts.

B. Check Cashing

The Office of Student Receivables ~~in Rose Administration Building~~ will cash personal checks of not more than \$100 for faculty members during regular working hours. The Alabama Credit Union operates a regular banking service for its members.

VII. VI. Educational and Support Services

A. Child Development Center

The Child Development Center provides half-day programs for three-, four-, and five-year old children at low cost in order to permit supervised instruction and research opportunities for University students. Children of faculty and staff members, as well as children of students and ~~townspeople~~ *local residents*, are included in the groups. The Center is administered by the Department of Human Development and Family ~~Life Studies~~ in the College of Human Environmental Sciences.

B. Infant Laboratory

The Infant Laboratory provides a three-hour morning program for children from birth to three years in order to permit supervised instruction and research opportunities for University students. At least one parent must be a student and preference is given to the children of undergraduate students. The Center is administered by the Department of Human Development and Family Life in the College of Human Environmental Sciences.

C. Rose Tower Learning Center

The Center, administered by a ~~Director responsible to University Housing~~ *the Dean of Human Environmental Sciences*, is located in Rose Towers. It is a full-day child care facility for pre-school children of students and faculty.

D. Human Development Laboratory

The Human Development Laboratory of the College of Education provides counseling, vocational testing, and intelligence testing for dependents of faculty members.

E. Speech and Hearing Center

The Center, ~~located in the Music and Speech Building~~, provides audiological analysis, diagnostic evaluation of speech, and individual or group therapy at discounted rates to faculty members and their dependents.

F. Counseling Services (Selected Community Organizations)

1. Campus Ministerial Association

Ministers of various religious denominations provide counseling and pastoral care for faculty members and their dependents.

2. Crisis Line

The Crisis Line provides immediate telephone assistance to individuals and serves as a referral service to other organizations in the community (Mental Health Center, Parents Without Partners, etc.) which may provide help.

3. Psychological Clinic

The Psychological Clinic provides psychological testing and counseling services. Its facilities are used in the clinical training of graduate students. The Clinic is supervised by faculty members of the Department of Psychology.

4. Legal Services

The Legal Clinic program of the University of Alabama School of Law, by contract with the student government, offers to students counseling on legal matters (but no representation in court or preparatory to going to court, and no drafting of documents). Faculty may refer students to the Clinic when appropriate.

VIII.VII. Cultural and Recreational Benefits

A. Cultural Programs

The University provides a wide range of cultural activities and events. The Society for Fine Arts brings performing artists and groups to campus. The School of Music presents as many as 75 concerts and recitals each season. The Department of Theatre and Dance presents several series of productions each year. Union Programs brings major artists, films, musical ensembles, and theatrical and dance companies to campus.

The Department of Art sponsors a minimum of ten major exhibitions each year at the Moody Gallery of Art. The Department also sponsors films, workshops, and lectures by prominent artists and art historians. Faculty members and students also exhibit their work in the Art Gallery of the Ferguson Student Center.

Other academic departments offer symposia, lectures, readings, and special events which feature scholars, artists, and national leaders.

The University has two radio stations: WUAL-FM, 91.5, WQPR, 88.7, and WAPR, 88.3 (Selma station), all are affiliates of National Public Radio. They broadcast a regular schedule that offers a mixture of syndicated NPR programs and locally-produced shows. WVUA-FM, 90.7, provides a variety of musical programs.

The Alabama Museums have exhibits and collections on archaeology, ethnology, paleontology, zoology, botany, and sports history, and offer special programs for all age groups.

B. Athletic Privileges

~~A faculty member may purchase a season ticket for football games and/or a season ticket for basketball games at reduced prices. A limited number of additional tickets may be purchased on a priority basis. Generally, admission to all other sports events on campus sponsored by the Athletic Department is free to faculty members and their dependents. University identification cards for faculty members and dependents may be required for free admission. Additional information can be obtained by calling the Athletic Ticket Office.~~

Faculty members may purchase reduced price tickets to those athletic events on campus for which admission is charged to the general public. The reduction varies from sport to sport, and may be available only for those who purchase season tickets, or who purchase tickets in advance, or who purchase a regular-priced ticket along with their reduced-price ticket. University identification cards for faculty or dependents normally will be required at the gate for admission on reduced-price tickets. Additional information can be obtained by calling or visiting the Athletic Ticket Office in Coleman Coliseum.

C. Student Recreation Center

Faculty members may purchase a membership card which entitles them to use the facilities at the Student Recreation Center. Information is available at the Center.

D. Harry Pritchett Golf Course

An 18-hole golf course is operated by the University. Students and faculty members are offered a discount on greens fees. Golf lessons are available from the club manager. Additional information may be obtained by calling the University Golf Center.

E. Mound State Monument

Mound State Monument is an important prehistoric site located 17 miles south of Tuscaloosa at Moundville, Alabama. The Monument includes 320 acres and contains 40 large mounds. The mounds are the remains of a populous Mississippian Indian city. An archaeological museum at the Monument has exhibits and displays of artifacts which illustrate Moundville Indian culture and the history of Indians of Alabama. The Monument has campsites, picnic areas, conference facilities, and nature trails.

F. University Arboretum

The University Arboretum, adjacent to the Veteran's Administration Hospital, contains nature trails and picnic areas.

G. University Club

Faculty members may join the University Club for a nominal fee. Membership forms are available in the Benefits Office. The Club serves lunch daily except Saturday and has a cocktail lounge.

IXVIII. Miscellaneous Benefits

A. Faculty Housing

The University maintains a small number of unfurnished houses, primarily for new appointees. Additional information is available in the ~~Purchasing/Business Services Office~~ *Office of Land Management*.

B. Parking Privileges

Each faculty member who wishes to park a vehicle on campus must register the vehicle with the ~~University Police~~ Department of *Public Safety* and purchase and display a parking permit. Parking on campus is subject to Parking and Traffic Regulations which include fines for violations.

C. University Automobiles

The University maintains a fleet of state cars and mini-buses for use on official business. The University provides liability insurance on these vehicles. Information and reservations can be obtained from the ~~Transportation Department~~ *Fleet Operations and Motorpool*.

D. Educational Media

Educational Media provides some support for instruction, research, and service activities through Audio Visual Services, Photographic Services, Graphic Services, Instructional Television, Micro Publications, Film Library, and Instructional Design Services. Educational Media provides some support for instruction at no charge but does charge for some activities in support of research and service.

E. ID Cards

Educational Media prepares plastic picture identification cards for faculty members and their dependents. These ID cards are needed for access to University athletic facilities, for cashing checks at the Office for Student Receivables, for using library facilities, and for discounts at the University Supply Store.

F. Duplicating and Printing Services

University Printing Services offers fast, low-cost duplication of materials. Self-service copiers are located in the Main Library and in various divisional and departmental offices.

G. Publicity

The publications area of University Relations has a staff of artists, writers, and photographers, and a production manager to assist with University-related publications and printing specifications.

H. Lost and Found

~~The University Police Station~~ *Department of Public Safety* is the central depository for items found on the campus.

I. Alabama Credit Union

Faculty and staff members may join the Alabama Credit Union and utilize its various savings, checking, and loan services. An individual may authorize payroll deductions to be deposited with the Credit Union for savings and checking accounts and for loan payments. Interested individuals may obtain additional information from the Alabama Credit Union Office.