

Employee Benefits- Simplified Guide

Updated 9/25

To access the full list of all benefits and perks, review the latest employee benefits guide at: https://www.usi.edu/media/3wlk0otm/2025-benefits-enrollment-guide_edit.pdf

Aquatic Center: The Aquatic Center, located between the Screaming Eagles Arena and the Recreation, Fitness and Wellness Center, is available at no cost to employees. Outside of competition, the Aquatic Center will be available for open swim to the USI community during the week. (Erin swims during open swim, hardly utilized but highly recommended!)

Athletic Events: Employees are eligible for a reduced price on season tickets for men's and women's basketball tickets. For all other Screaming Eagles athletic teams' home events, employees get in free.

Campus Store: Employees get discounts on merchandise from the Campus Store, located in University Center West.

College Savings Plans: Start planning for the future by opening an Indiana529 Direct account for the student in your life. Go to www.Indiana529direct.com and click on the 'Enroll Now' button. Choose: Review the Disclosure Booklet and decide which investment approach is best for you. Enroll: Complete the requested information to complete the enrollment process. Indiana taxpayers may be eligible for a state income tax credit equal to 20% of their contributions to an Indiana529 plan account, up to \$1,500 per year (\$750 for married filing separately).¹ Third party contributors like grandparents, godparents, or other family and friends who are also Indiana taxpayers may also be eligible for the tax credit for contributions to your account!

David L. Rice Library: The Library supports the mission of the University of Southern Indiana by assisting the instruction and research efforts of the university's students and faculty through the provision of appropriate collections and services. USI employees enjoy many library privileges, including accessing materials from libraries around the world.

Deaconess Clinic: The USI Deaconess Clinic is a full-service clinic offering medical services and health related information to students, faculty and staff. The Faculty/Staff waiting room is in the Fitness Center Room 261.

Dental Clinic: The Dental Hygiene Clinic offers affordable dental hygiene services to adults and children of all ages. All services are performed by students and are supervised and evaluated by dental hygiene faculty.

Employee Assistance Program: The EAP available through TimelyCare is a confidential, third-party administrator, and is available for you should you need assistance at any time. From help with a relationship to managing overload at work, TimelyCare can help you with almost any personal or work-related issues. On-demand, mental and emotional support, scheduled Counseling (6 sessions), appointments with diverse, credentialed and licensed mental health professionals are available in less than 7 days. They also offer health coaching, self-care self-serve options, and on-demand content as well as care journeys.

Employee Discount Program: The University's Procurement department maintains a listing of current discounts and offers for USI employees. Participating vendors include: AAA, Azzip Pizza, several car rental agencies, AT&T, several travel booking sites, many local shops and restaurants, local home improvement and lawn care vendors, and much more! Check out the complete list for all the great discounts you can get!
<https://www.usi.edu/procurement/purchasing/employee-discount-program>

ID Theft Protection: Assist America offers prevention and resolution tools to safeguard your data and restore its integrity if it is used fraudulently. These services include: 24/7 Access to Identity Protection Experts, Credit Card and Document Registration, Internet Fraud Monitoring, and 24/7 Identity Fraud Support. Coverage is free with Basic Life Coverage.

Pedestrian, Bike and Nature Trails: USI boasts many miles of multi-use trails on its scenic 1,400-acre campus. The most popular trail is the USI Burdette Trail connecting USI with Vanderburgh County's trail to Burdette Park.

Recreation, Fitness and Wellness Center: The RFWC provides quality programs, services, and facilities to the diverse campus community by offering many recreational, fitness, and wellness activities. USI employees receive free access to the facility resources. Guest Passes are available for limited facility use. The RFWC offers:

- Group exercise programs
- Full fitness center
- Walking/running track
- Climbing wall
- Equipment rental, including camping, sports, bikes, and much more (<https://www.usi.edu/rfw/facility-and-services/equipment-checkout>)
- Game room, including Nintendo, Xbox, ping pong, pool, and more
- Lactation room

Retirement and Financial Wellness Workshops: Each spring, USI hosts advisors from various vendors to offer free assistance with financial wellness and retirement planning.

Theater Tickets: The University offers discounted tickets for USI employees.

Time To Get Fit: The Time To Get Fit Program is designed to encourage employees to exercise by participating in exercise programs sponsored by the University. Each employee is given the option of electing one hour per week of paid time to devote to pre-approved fitness activities. Examples include: USI Recreation, Fitness and Wellness Center usage and activities, University intramural events occurring during working hours, independent exercise activities conducted on campus, and USI Screaming Eagles Complex and Aquatics Center usage.

Travel Assistance: Travel Emergency Assistance can help you navigate travel issues. Assist America provides state of the art 24/7 assistance when traveling 100 miles or more from home. This travel emergency assistance program immediately connects you to doctors, hospitals, pharmacies and other services if you experience a medical or non-medical emergency while traveling 100 miles away from your permanent residence, or in another country. Services include medical consultation, evaluation & referral, foreign hospital admission assistance, emergency medical evacuation, medical monitoring, medical repatriation, prescription assistance, and help with care for minor children. Coverage is free with Basic Life Coverage.

Tuition Fee Waivers: Eligible employees and official USI retirees receive a full waiver of tuition for undergraduate and graduate courses. Spouses and dependents of employees receive a waiver of 75% of student tuition for undergraduate and graduate courses. Some restrictions and limitations apply, per Fee Waiver Policy. Eligible employees and official USI retirees also may receive a waiver of fees for noncredit courses held on campus through Outreach and Engagement.

Wellness Fair: Each fall, the university hosts a Wellness Fair for employees and students. There are giveaways, free information on wellness topics, door prizes, and demonstrations related to health and wellness.