



UCI TOTAL REWARDS

COMPENSATION BENEFITS TALENT DEVELOPMENT WELLNESS
ENGAGEMENT & RECOGNITION PERFORMANCE MANAGEMENT

We're pleased that you have an interest in a faculty position at the University of California, Irvine (UCI) within the School of Medicine. We want to ensure that information provided to you during your recruitment is useful as you consider joining our team. Total Rewards are vital to the attraction, retention, motivation, and engagement of our faculty. This page provides a quick overview of the package and services available to you as a valued member of UCI's workforce. The compensation you receive from UCI is more than the value printed on your paycheck. Your Total Rewards package includes health plans, training programs, retirement savings, and paid time off, as well as an array of other benefits and perks that increase your financial security, help you develop professionally, and promote a healthy, fulfilling life.

OVERVIEW

Total Rewards Includes:

- Compensation
- Benefits
- Talent Development
- Wellness
- Engagement & Recognition
- Performance Management



SUPPORT

Sridevi (Sri) Tyler, MBA, CPRP

Assistant Director of Physician Recruitment Clinical Affairs
UC Irvine School of Medicine

949-468-9693 • sridevit@hs.uci.edu

UCI Health

v24 04/30/24

TOTAL REWARDS OVERVIEW

COMPENSATION



Competitive and equitable salary programs in regional and national marketplaces, retention and motivation of highly qualified employees, paying in accordance with the external market, rewarding and encouraging peak performance, compliance with all applicable laws, regulations and best fair pay practices.

- Learn more about how faculty salaries are calculated: [UC Posted Salary Scales](#)
- [Health Sciences Compensation Plan](#)

RETIREMENT SAVING PLANS



- Convenient, tax-advantaged ways to save for retirement.
- UC Retirement Plan.
- Voluntary UC Retirement Savings Program.
 - Tax-Deferred 403(b) Plan
 - 457(b) Tax-Deferred
 - Roth options for both 403b and 457b
 - Defined Contribution Plan
- [UC Retirement Benefits Information](#)
- [UC Retirement Modeler Tool](#)

PSLF ELIGIBLE



Those with consolidated direct federal loans can qualify for public service loan forgiveness while working for an eligible employer, like UCI.

- [Public Service Loan Forgiveness](#)

FACULTY DEVELOPMENT



- [UCI Samueli Office of Wellbeing](#)
- [Center for Clinical Research \(CCR\)](#)
- [Professional Development & Leadership Training](#)
- [Medical Education](#)

WELLNESS PROGRAMS & EMPLOYEE DISCOUNTS



UCI employees enjoy discounts and programs on child care, travel, theme parks, education, personal cell phone service plans, entertainment and sporting events, fitness clubs, housing, and more.

- [UCI Wellness](#)
- [UCI Discounts](#)
- [UCI Life Resources Programs](#)

BENEFITS



- 5 Medical plans for employees and retirees. On average, UCI pays 87% of the premium rates.
- 2 HMO plans: Kaiser and UC Blue & Gold.
- 3 PPO plans: UC Care, UC Health Savings Plan, and CORE.
- 2 Dental Plans including orthodontics services.
- UCI pays 100% of the premium rates.
 - DeltaDental PPO
 - DeltaCare HMO
- UCI pays for Vision if using VSP Providers.
- [UCI Benefits Information](#)

TIME OFF



- Academic faculty appointed on a fiscal-year basis accrue vacation/personal days at the rate of two (2) working days per month for full-time service.
- Faculty members do not accrue sick leave. However, eligible faculty members shall be granted paid medical leave for periods of personal illness, injury, or disability. (See [APM - 710-11](#).) if participating in the Health Sciences Compensation Plan(HSCP).
- 14 paid **holidays** per year.
- Paid leave for **governmental service**.
- Five (5) days of standard paid leave to attend **professional meetings**.
- Paid **military leave**.
- **Other paid and unpaid leaves** (eligibility for some leaves depends on appointment type and tenure status).