

Summary of Benefits

Here is the summary of benefits for Clinical faculty members that hold academic appointments with Virginia Commonwealth University (VCU) and are separately employed by MCV Physicians (MCVP)

Benefit	VCU	MCVP
Health Coverage	Yes. State employee health benefits program . Enrollment within specified enrollment period is required in order to obtain coverage	Not provided. Health coverage is available through VCU only.
Flexible spending	Yes, voluntary state employee health FSA and/or dependent care FSA	Yes, voluntary MCVP health FSA and/or dependent care FSA
Life insurance	Yes. Basic coverage provided at 2 x university salary. Additional coverage available via payroll deduction.	Yes. Basic coverage provided at 2 x MCVP salary. Additional coverage available via payroll deduction.
Paid leave	Yes. Annual leave and sick leave.	Not provided. MCVP salary continues while on paid leave from VCU.

Benefit	VCU	MCVP
Employee Assistance Program	Yes, if enrolled in a state employee health plan .	Not provided.
Core retirement plan	Yes, either Virginia Retirement System or VCU Optional Retirement Plan .	Yes, MCVP 401(a) retirement plan.
403(b) retirement savings plan	Yes, voluntary VCU plan with TIAA and/or Fidelity Investments (see important information about 403b limits for 2024)	Yes, voluntary MCVP plan with TIAA and/or Fidelity Investments
457(b) retirement plan savings	Yes, voluntary state employee Deferred Compensation Plan with Virginia Retirement System (See important 457 limits for 2024).	Yes, voluntary MCVP plan with TIAA and/or Fidelity Investments
Cash match on voluntary retirement savings	Yes, up to \$480 match per year	Not provided

Benefit	VCU	MCVP
Short-term disability coverage	<p>Yes, if the core retirement plan is Virginia Retirement System and enrolled in Virginia Sickness and Disability Program (VSDP). Provided at no cost.</p> <p>No, if the core retirement plan is VCU Optional Retirement Plan or if enrolled in Traditional Sick Leave Plan.</p>	<p>Yes. Basic coverage provided. Additional voluntary coverage may be purchased via payroll deduction.</p>
Long-term disability coverage	<p>Yes, 180-day waiting period and 60% income replacement based on VCU salary. Benefit is offset by any long-term disability benefits received via MCVP. See information about disability insurance.</p>	<p>Yes, 90 day waiting period with income replacement based on total salary (VCU and MCVP combined). Benefit is offset by any long-term disability benefits received via VCU.</p>
Legal benefits	<p>Yes, through the Employee Assistance Program if enrolled in a state employee health plan..</p>	<p>Voluntary prepaid legal services may be purchased via payroll deduction</p>
Moving and relocation assistance	<p>Yes. See assistance information here.</p>	<p>Yes</p>
Tuition benefit	<p>Yes, Tuition benefit for employee only</p>	<p>Yes, assistance for employee and eligible family member(s)</p>

Benefit	VCU	MCVP
VCU Recreational Sports membership	Yes, free trial membership and faculty discount .	Yes
Critical accident benefit program	Not available	Voluntary benefit may be purchased via payroll deduction
Cancer benefit program	Not available	Voluntary benefit may be purchased via payroll deduction
Worldwide Travel Assistance	Yes, if traveling on university-related business	Yes, regardless of reason for travel
Workers' compensation	Yes, via state employee program	Yes, via MCVP program
Employee discounts	Yes. See information here	Yes