Many Universities have Defined Benefit Plans. These are pension type plans, have variable employer and employee contributions. The benefit at retirement is calculated using a variety of formulas that include age, years of service, salaries at retirement and more. Many of these plans are state teacher’s plans.

Almost all universities/states had Defined Contribution Plans. There were general 3 types.

1. Employer contributed 401a, 403b or 401k
2. Employee mandated or optional 403b or 401k
3. Employee voluntary “Optional Retirement Plan”
   a. Federal limit of $18000 a year (current limit), plus $6000 more for over age 50

Alabama
1) University of Alabama [http://hr.ua.edu/benefits/retirement-benefits/retirement-plans](http://hr.ua.edu/benefits/retirement-benefits/retirement-plans)
   a) Teachers Retirement System (TRS) defined benefit plan
      i) Employee contributes 6% hired after 2013
      ii) Employee contributes 7.5% hired before 2013
      iii) Employer contributes a varied amount per year, approximately 10%
   b) ORP if a faculty or staff elects to add to these plans it is in addition to TRS.
      i) 5% employer match (5% for database, plus 10% from TRS)
      ii) 5% employee (for data base, plus 7.5% from TRS)
   a) Similar to University of Alabama
3) University of South Alabama [http://www.southalabama.edu/departments/financialaffairs/hr/](http://www.southalabama.edu/departments/financialaffairs/hr/)
   a) Similar plans to Alabama. College of Medicine are not eligible for the TRS program

Alaska
1) University of Alaska [https://www.alaska.edu/benefits/retirement-plans/](https://www.alaska.edu/benefits/retirement-plans/)
   a) University of Alaska Retirement Program
      i) 12% employer (used in database)
      ii) 8% employee required (used in database)
   b) State of Alaska Teacher’s Retirement System
      i) 7% employer
      ii) 8% employee
      iii) 3% health reimbursement account
   c) State of Alaska State Employee Retirement System
      i) 5% employer
      ii) 8% employee
      iii) 3% health reimbursement account
   d) University of Alaska Pension Plan
      i) 7.65% employer, 3 year vesting (added to employer side of database)

Arizona
1) University of Arizona [https://hr.arizona.edu/employees-affiliates/benefits/retirement-plans](https://hr.arizona.edu/employees-affiliates/benefits/retirement-plans)
   a) Pension plan
      i) 11.34% from employer and 11.34% from employee
      ii) Complex set of rules
   b) Defined Contribution Plan
      i) 7% from employer and 7% from employee

Arkansas
1) University of Arkansas [https://hr.uark.edu/benefits/retirement/index.php](https://hr.uark.edu/benefits/retirement/index.php)
   a) Defined Benefit plan (no pension plan as of 2016)
      i) 5% from employer if some match by employee
      ii) 5% additional match
      iii) 10% employee to get a 10% from employer (10 and 10 used for database)

California (All California UC schools have the same plan)
1) UC Berkeley [https://hr.berkeley.edu/compensation-benefits/benefits/retirement-savings](https://hr.berkeley.edu/compensation-benefits/benefits/retirement-savings)
   a) Defined Benefit Plan/Pension
      i) 8% with, 7% employee required
      ii) Straight formulaic plan, better for predictable retirement income
   b) Defined Contribution Plan
      i) Basic ORP type 403b or 401k plan
      ii) 8% with, 7% employee required

Colorado
1) University of Colorado [https://www.cu.edu/employee-services/retirement-plans](https://www.cu.edu/employee-services/retirement-plans)
   a) Defined Contribution Plan/401(a) program
      i) 5% employee required
      ii) 10% employer match

2) Colorado State

Connecticut
1) University of Connecticut [http://web2.uconn.edu/hrnew/docs/RetPlnCmpChrtHEd.pdf](http://web2.uconn.edu/hrnew/docs/RetPlnCmpChrtHEd.pdf)
   a) 4 separate options, 3 are defined benefit plans
   b) Defined contribution plan (used for data base)
      i) 6.5% employer
      ii) 6.5% employee match

Delaware
1) University of Delaware [http://www.udel.edu/faculty-staff/human-resources/benefits/primary-403b/](http://www.udel.edu/faculty-staff/human-resources/benefits/primary-403b/)
   a) Define benefit plan
      i) Employee contribution is 5%
      ii) Benefit is calculated on total number of years of service and salary of last 3 years employment. Additional health, dental and prescriptions benefits are part of the package.
   b) Defined contribution plan
      i) 11% employer
      ii) 4% employee match

Florida (all SUS the same)
1) UF [http://hr.ufl.edu/benefits-rewards/retirement/](http://hr.ufl.edu/benefits-rewards/retirement/)
   a) Defined Benefit Plan/State Pension Plan
      i) State pension plan 7.26% (All eligible except Health Science Faculty)
      ii) Employee required 3% contribution
   b) Defined Contribution Plan
      i) Employer contribution 5.14% into a 403b with few almost no restrictions
      ii) Employee required 3% contribution

Georgia
1) Georgia Institute of Technology [https://ohr.gatech.edu/retirement-benefits](https://ohr.gatech.edu/retirement-benefits)
   a) Teacher’s retirement system TRS (Defined Benefit Plan)
i) Employer contribution is 16.81%
ii) 10 year vesting and a bunch of rules
iii) 6% employee required
b) Defined Contribution Plan
   i) 9.24% employer contribution
   ii) 6% employee required

2) University of Georgia
   a) Same as GA Tech

Hawaii
1) University of Hawaii [https://www.hawaii.edu/ohr/benefits-leave/retirement/]
   a) Unable to determine. No clear defined contribution plan.
   b) 8% employee contribution to retirement plan (used for database)

Idaho
1) University of Idaho [http://www.uidaho.edu/human-resources/benefits/plans]
   a) Defined Benefit plan
      i) 6.79% employee
      ii) 11.32% employer
   b) Defined contribution plan (used for database)
      i) 6.97% employee
      ii) 9.255% employer

Illinois (SURS State University Retirement System)
1) University of Illinois [https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_ID=127&rlink=126]
   a) SURS SMP (Defined Contribution Plan, ORP type)
      i) Employee 8% required
      ii) Employer 7.6% required
   b) SURS, two types of defined benefit or pension type plans

Indiana
1) Indiana University [http://hr.iu.edu/benefits/iuret.html]
   a) Defined Contribution style plans
      i) 10%, 12% or 15% employer contribution depending upon hire.
         (1) All new employees at 10%
         (2) No employer mandatory contribution
      ii) Employer 10%
      iii) Employee 0%

2) Purdue
   University [https://www.purdue.edu/hr/Benefits/currentEmployees/retirement/retirement_plans/P MRS.html]
   a) 403(b) Defined Contribution plan
      i) Employee none required, 4% match
      ii) Employer 4% automatic, 4%, match
   b) Employer 8%
   c) Employee 4%

3) Because the two major state universities have different plans, using an approximation of 9% for employer and 4% for employee

Iowa
1) Iowa State University [http://www.hrs.iastate.edu/hrs/node/659/attachment]
   a) IPERS defined benefit plan (pension type)
      i) Employee 5.95%
      ii) Employer 8.93% (+/- 1% potential variation)
   b) Defined Contribution Plan through TIAA-CREF
      i) Employee 5% required
      ii) Employer 10%

2) University of Iowa [https://hr.uiowa.edu/retirement/plans-comparison]
a) IPERS defined benefit plan (pension type)
   i) Employee 5.95%
   ii) Employer 8.93% (+/- 1% potential variation)

b) Defined Contribution Plan through TIAA-CREF
   i) Employee 5% required
   ii) Employer 10%

Kansas
1) University of Kansas https://humanresources.ku.edu/kansas-board-regents-plan-kbor
   a) Defined Contribution Plan
      i) Employee required 5.5%
      ii) Employer 8.5%

Kentucky
1) University of Kentucky http://www.uky.edu/hr/retirement/uks-retirement-savings-plan-mandatory-403b
   a) Mandatory defined contribution plan
      i) 10% employer (use for database)
      ii) 5% employee (use for database)

2) University of Louisville http://louisville.edu/hr/benefits/retirementplans
   a) 7.5% employer + 2.5% match
   b) Employee match unclear, but necessary for the extra 2.5%

Louisiana
1) Louisiana State
   University https://www.lsu.edu/hrm/employees/benefits/retirement/Retirement_item58227.php
   a) Defined Benefit Plan TRSL (Teacher’s Retirement System of Louisiana)
      i) 8% employee
      ii) 5-7% employer
   b) ORP
      i) 8% employee (minus 0.05% admin fee) (database)
      ii) Employer contribution varies by institution, LSU contributes 5.95% (database)

Maine
1) University of Maine System https://www.maine.edu/about-the-system/system-office/human-resources/labor-relations/
   a) Most faculty and staff are represented by some form of collective bargaining unit. For all the faculty and staff (two separate contracts) in the system
      i) 10% employer
      ii) 4% employee

Maryland
1) University of Maryland https://uhr.umd.edu/benefits/retirement-benefits/retirement-plans-at-a-glance/
   a) State retirement and pension plan 7% employee contribution required
   b) Defined Contribution Plan
      i) Employee required 0%
      ii) Employer 7.5%

Massachusetts
1) System wide plan, two options ORP and SERS (defined benefit plan). Each plan has multiple additional benefits including retirement health, life and disability. 11% and 5% used for database.
   a) Defined benefit plan
      i) 9% or 11% employee contribution (Above or below $30k salary)
      ii) 10 year vestment and fully funded commitment
   b) ORP plan
      i) 9% or 11% employee contribution (Above or below $30k salary)
      ii) 5% employer

Michigan
1) University of Michigan https://hr.umich.edu/benefits-wellness/financial/retirement-savings-plans
   a) Defined Contribution Plan
      i) 10% employer contribution after 12 month waiting period
         (1) 9% employer contribution for all Michigan Medicine
         (2) Medical school faculty and staff in the 10% group
         (3) Employees must contribute 5% or 4.5% (Michigan medicine)

2) Michigan State University https://www.hr.msu.edu/benefits/retirement/plans.html
   a) Defined Contribution Plan through TIAA-CREF or Fidelity
      i) Employee 5% required
      ii) Employer 10% required

3) 10/5% used for Database

Minnesota
1) University of Minnesota https://humanresources.umn.edu/retirement-savings/faculty-papa-wealth/faculty-pension-plan
   a) Employee 5.5%
   b) Employer 10%

Mississippi
1) University of Mississippi https://hr.olemiss.edu/benefits/retirement/
   a) Defined benefit state plan for staff
      i) Employee 9%
      ii) Employer 15.75%
   b) Defined benefit ORP for administrators and faculty
      i) Employee 9% (for database)
      ii) Employer 13.12% (There is some confusing detail and admin fees)(Database)

Missouri
1) University of Missouri http://extension.missouri.edu/hr/retirementplans.aspx#gsc.tab=0 Unusual as faculty get BOTH plans
   a) Defined benefit plan
      i) Employee 1-2% (over $100,000 2%)
      ii) Pension formula
   b) Defined contribution plan
      i) Employee 2% required
      ii) Employer 2% automatic, with 3% elective match
   c) Employer 5% used in database
   d) Employee 7% used in database

Montana
1) Montana University System http://www.choices.mus.edu/MUSRP_Plan.asp
   a) Defined contribution plan
      i) Employer 5.956%
      ii) Employee 7.044%

Nebraska
1) University of Nebraska https://nebraska.edu/docs/benefits/retirement_401a.pdf
   a) Defined contribution plan
      i) 2 tier plan in a 401a plan
         (1) Tier 1 employee 3.5% employer 6.5%
         (2) Tier 2 employee 5.5% employer 8.0% (used for database)

Nevada
1) University of Nevada system
   a) Mandatory retirement plan. This is in lieu of social security.
      i) 14.5% by employee
      ii) 14.5% by employer
   b) Normal social security is 6.2% from employee and employer up to a limit of $128,000
   c) 14.5% - 6.2% = 8.3% used in database
New Hampshire
1) University of New Hampshire
   https://www.usnh.edu/hr/benefits/pdf/USNH_403(b)Summary_Plan_Provisions_July_2016.pdf
   a) 403b plan
      i) Several rates, but optimum and used for database
         1) Employee 6%
         2) Employer 10%

New Jersey
1) Rutgers
   http://uhr.rutgers.edu/full-time-employees#Retirement-Plans
   a) ABP (ORP plan) there is also a defined benefit plan
      i) Employee 5%
      ii) Employer 8%

New Mexico
1) University of New Mexico
   https://hr.unm.edu/retirement
   a) Alternative retirement plan (Defined contribution)(used in database)
      i) Employee 10.7%
      ii) Employer 13.9%
   b) Educational Retirement Board (Define benefit)
      i) Employee 10.7%
      ii) Employer 13.9%

New York
1) Stoney Brook University
   http://www.stonybrook.edu/hr/data/supp-2012-retirement-plans.pdf
   a) TRS (teachers retirement system, defined benefit plan)
   b) Defined Contribution Plan
      i) Employee required 3-6% depending upon salary
      ii) Employer 8% for the first 7 years, then 10%
   c) Employer 10% used in database
   d) Employee 6% used in database
2) University of Buffalo (same as Stoney Brook University)
   a) TRS (teachers retirement system, defined benefit plan)
   b) Defined Contribution Plan
      i) Employee required 3-6% depending upon salary
      ii) Employer 8% for the first 7 years, then 10%
   c) Employer 10% used in database
   d) Employee 6% used in database

North Carolina
1) North Carolina UNC-CH
   https://hr.unc.edu/benefits/plans/retirement/
   a) Teachers and state employees retirement program
      i) Defined benefit plan
      ii) 6% required contribution by employee
      iii) Employer 6.84%
   b) Defined Contribution Plan/ORP
      i) Employee 6.00%
      ii) Employer 6.84%

North Dakota
1) University of North Dakota
   https://und.edu/finance-operations/human-resources-payroll/human-resources/benefits/other-employee-benefits.cfm
   a) Defined contribution plan that is tiered by years of service
      i) 0-2 years, Employee 3.5%, employer 7.5%
      ii) 2-10 years, Employee 4.5%, employer 12.5%
      iii) 10+ years, Employee 5%, employer 13% (used in database)
   b) Defined benefit plan
Ohio
1) The Ohio State University https://hr.osu.edu/benefits/retirement/
   a) 4 separate styles of plans
   b) All have 14% employer contributions and no employee required

Oklahoma
1) University of Oklahoma
   a) Defined Benefit plan – Oklahoma Teacher’s retirement system
      i) 7% employee
      ii) 8% after the first $9000 Employer
   b) Defined contribution plan (used for database)
      i) 9% employee
      ii) No match required

Oregon
1) University of Oregon https://hr.uoregon.edu/benefits/retirement/pension-plans-%E2%80%93-your-retirement-foundation
   a) Defined pension plan
   b) Defined Contribution Plan: There are 4 tiers depending upon hire. The rates listed below are for employees hired after June 30, 2014. All plans before were more generous.
      i) Employee 0%
      ii) Employer 8%

Pennsylvania
1) Penn State https://ohr.psu.edu/benefits/retirement
   a) SERS defined benefit plan (pension type)
      i) Employee 6.25%
      ii) Employer variable and not defined
   b) Penn State Alternate Retirement Plan (Defined Contribution) through TIAA-CREF
      i) Employee 5%
      ii) Employer 9.29%

Rhode Island
1) University of Rhode Island https://web.uri.edu/hr/retirement-2/
   a) Most faculty and staff in the BOG 403b plan
      i) Employee 5%
      ii) Employer 9%

South Carolina
1) University of South Carolina https://www.sc.edu/about/offices_and_divisions/human_resources/benefits/retirement/retirement_plans/index.php
   a) South Carolina Retirement System – Defined Benefit Plan
   b) State Optional Retirement Program (used for database)
      i) Employer 9%
      ii) Employee 5%

South Dakota
1) University of South Dakota http://www.usd.edu/human-resources/benefits
   a) South Dakota Retirement System (State wide) Defined Contribution Plan
      i) 6% employer
      ii) 6% employee

Tennessee
1) University of Tennessee https://hr.tennessee.edu/benefits/retirement/
   a) Statewide retirement plans
   b) Tennessee Consolidated Retirement Plan (Defined Benefit Plan)
      i) Hybrid hired after July 1, 2014
Texas
1) Texas University of Texas, Austin [https://hr.utexas.edu/current/retirement](https://hr.utexas.edu/current/retirement)
   a) Defined Contribution Plan
      i) 6.65% employee contribution required
      ii) 6.5% employer contribution (down from 8.5%)
   b) Teachers retirement system of Texas, pension style
      i) 7.7% employee required
      ii) 6.8% employer match
2) Texas A&M [https://employees.tamu.edu/benefits/retirement/](https://employees.tamu.edu/benefits/retirement/)
   a) Defined Contribution Plan
      i) 6.65% employee contribution required
      ii) 6.6% employer contribution (down from 8.5%)
   b) Teachers retirement system of Texas, pension style
      i) 7.7% employee required
      ii) 6.8% employer match

Utah
1) University of Utah [https://www.hr.utah.edu/benefits/retire_university_funded.php](https://www.hr.utah.edu/benefits/retire_university_funded.php)
   a) 401a Define Contribution Plan
      i) 14.2% employer
      ii) No employee
   b) State defined benefit plan for some employees and a 401a hybrid plan

Vermont
1) University of Vermont [http://www.uvm.edu/hrs/?Page=info/benefits/plans/facbenefits.html#Savings_Plan](http://www.uvm.edu/hrs/?Page=info/benefits/plans/facbenefits.html#Savings_Plan)
   a) ORP plan
      i) 10% employer
      ii) 3% employee

Virginia
1) UVA [http://www.hr.virginia.edu/hr-for-you/faculty/fac-benefits/](http://www.hr.virginia.edu/hr-for-you/faculty/fac-benefits/)
   a) Virginia Retirement System – Defined Benefit Plan
      i) Pension is based upon age, years of service and average final compensation
   b) Defined Contribution Plan
      i) ORP 1 Hired before 2010
         (1) 10.4% no employee match required
      ii) ORP 2 Hired after 2010
         (1) 8.9%, 5% employee match required
   c) Additional matched savings
      i) 4% employee contribution to receive an employer 2.5% match in a 457 plan
   d) Employer 8.9% used in database
   e) Employee 5.0% used in database

Washington
1) Washington University of Washington [http://hr.uw.edu/benefits/retirement-plans/uw-retirement-plan/](http://hr.uw.edu/benefits/retirement-plans/uw-retirement-plan/)
   a) Defined Contribution Plan
      i) Under 35  5% employee and 5% employer
      ii) 35+  7.5% employee and 7.5% employer
      iii) 50+ option  10% employee and 10% employer
      iv) Employer 7.5% used in database
      v) Employee 7.5% used in database
   b) There is also a complex blended pension plan with about the same parameters

West Virginia
1) University of West Virginia [https://benefits.hr.wvu.edu/retirement-plans](https://benefits.hr.wvu.edu/retirement-plans)
   a) Defined Contribution plan
      i) 6% employer
      ii) 6% employee

Wisconsin
1) University of Wisconsin [https://www.ohr.wisc.edu/benefits/new-emp/wrs.aspx](https://www.ohr.wisc.edu/benefits/new-emp/wrs.aspx)
   a) Defined Benefit Plan (No Defined Contribution Plan)
      i) 6.8% employer contribution
      ii) 6.8% mandated employee contribution
      iii) Retirement income is based on years of service, age at retirement, and the average of
           individuals highest three years of earnings or based on the total cash value of the account,
           whichever is greater (pension type guarantee?)

Wyoming
1) University of Wyoming [https://www.uwyo.edu/hr/_files/docs/employee-benefits/benefit-summary.pdf](https://www.uwyo.edu/hr/_files/docs/employee-benefits/benefit-summary.pdf)
   a) State wide plans
   b) Sick leave payout plan
   c) Defined benefit plan and defined contribution plan
      i) 13.94% employer
      ii) 2.68% employee
      iii) In addition there is a small match to an option 403b or 457 plan ($20 a month)