

Benefits

Health Insurance

CSU offers several health insurance plans, as well as dental and vision. See <https://mycsu.csuohio.edu/offices/hrd/benefits.html>

Spouse/Partner

As same-sex marriages are now permitted in Ohio as a result of the June 2015 United States Supreme, same-sex partner benefits are available to married couples.

Employee Assistance and Work/Life Program

Cleveland State University's Employee Assistance and Work/Life Program is administered by **IMPACT Solutions**. Services and benefits are provided by the University to all full-time and part-time faculty and staff and their household members, dependents living away from home, parents and parents in-law at no cost. IMPACT is designed to confidentially provide guidance and assistance with many of life's every day and sometimes unexpected challenges.

Confidential professional support is available by calling (800) 227-6007, 24 hours a day, 365 days a year.

Services:

Unlimited phone consultation

5 free face-to-face counseling or discussion sessions per person per life situation

Numerous resources for general day-to-day work or life issues including:

- § Stress
- § Depression or anxiety
- § Job Performance difficulties
- § Alcohol/Drug abuse
- § Tobacco Cessation Resources with access to resources to help you quit using tobacco products
- § Legal/financial matters See the Financial and Legal Resource Center

~~§ [https://www.csuohio.edu/office-of-employee-assistance-and-work-life-program/impact-solutions](#)~~

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Long Term Disability Benefits

CSU provides disability income protection at no cost in the event of injury, illness or if an employee is unable to perform their normal occupation or any occupation after two years. The Long Term Disability income plan provides benefits after 90 days of disability for full-time faculty/staff and part-time staff scheduled to work 30