

COMPREHENSIVE BENEFITS FOR FACULTY AND STAFF

2021

**C. EVERETT KOOP
NATIONAL HEALTH AWARD**
Nationally Recognized for
Outstanding Workplace
Well-Being Programs

2:1

RETIREMENT MATCH
in the Basic
Retirement Plan

**NATIONALLY
RECOGNIZED**

**FOR WORK-LIFE
EFFECTIVENESS**

WorldatWork

CARING FOR YOUR HEALTH & WELL-BEING

Health Plans

Choice of health plan types with nationwide coverage and access to world-class medical care at the Michigan Medicine. Cover a spouse or other qualified adult and children up to age 26. Includes prescription drug coverage.

Dental Plans

Three plan options available for preventive care through major restorative services, including orthodontia.

Vision Plan

Coverage for exams and glasses/contact lenses.

Flexible Spending Accounts

Set aside pre-tax dollars for health care and dependent care expenses.

Well-Being Programs

Support your body, mind and mood with health and well-being services offered by MHealthy.

INVESTING IN A SECURE FUTURE

Retirement Plans

Two-for-one university match of your pre-tax contributions to the Basic Retirement Plan after 12 months (up to a defined maximum). Save even more for retirement on a pre-tax or Roth after-tax basis with a 403(b) Supplemental Retirement Account and the 457(b) Deferred Compensation Plan. Invest with TIAA or Fidelity Investments, or both.

Long-Term Disability Plan

Receive 65% of base salary, full retirement contribution and continuation of benefits if you become totally disabled.

Life Insurance

Automatic \$30,000 coverage on date of hire. Additional coverage up to 8 times salary.

Legal Services Plan

General legal services for you and your family, including will preparation.

PROMOTING BALANCE

Time Away From Work

Generous paid time off for vacation, holidays and sick time, as well as paid maternity and parental leave.

Work-Life Programs

Programs to strengthen a workplace culture that supports personal and family life, including child care, elder care, lactation resources and flexible work arrangements.

Children's Centers

Three early childhood centers offer faculty and staff the highest quality early education and care for their children.

