



SOM - FACULTY BENEFIT SUMMARY

This document is intended to provide an overview summary of benefits for SOM faculty at Oakland University. Health care directories are available in the Benefit and Compensation Services Office in 401 Wilson Hall. Contact the Benefit and Compensation Services Office at (248) 370-4207 or by fax at (248) 370-4212 for more information.

- Medical Insurance:** SOM faculty who are scheduled to work a minimum of twenty (20) hours per week may choose from two BCBSM Community Blue PPOs, Blue Care Network Healthy Blue Living HMO, Health Alliance Plan Health Engagement HMO and Priority Health HealthbyChoice Incentives HMO medical plans. Medical insurance is effective the 1st of the month following thirty (30) days of employment. The University pays the lowest cost HMO amount for the SOM faculty and their covered dependents. Faculty pays any excess for other options.
- Dental Insurance:** Delta Dental insurance is available at no cost for all full-time SOM faculty and their covered dependents. The dental plan is a comprehensive plan that covers preventive, basic, major and orthodontic benefits for the entire family. Annual benefit is \$1,000 per covered person. Orthodontic benefit is \$1,500 lifetime per eligible dependent. Dental insurance is effective the 1st of the month following thirty (30) days of employment.
- Optical Insurance:** Oakland University provides, at no cost to SOM faculty who are scheduled to work a minimum of twenty (20) hours per week and their covered dependents, coverage through Co-Op Optical or Blue Cross/Blue Shield Vision. Eligible SOM faculty may enroll in the plan when first hired or during an annual open enrollment period. The benefit provides for an eye examination, with lenses if needed, and new frames every twenty-four (24) months. Under the Co-Op plan, you can receive an annual eye exam. Optical insurance is effective the 1st of the month following thirty (30) days of employment.
- Life Insurance:** Oakland University provides each SOM faculty who are scheduled to work a minimum of twenty (20) hours per week with term life insurance in an amount equal to one (1) times their annual base salary, subject to age reductions starting at age sixty-five (65). Oakland University also offers additional optional life insurance coverage. All premiums for such additional coverage are paid by the employee. Life insurance is effective the 1st of the month following thirty (30) days of employment.

Collective “Additional”

The University provides the full-time SOM faculty with two (2) units of decreasing term Life Insurance: life insurance as Life Insurance underwritten by Mutual of Omaha. The dollar value of this coverage is determined by the age of the insured and decreases as age advances. Coverage ceases at age seventy (70). Detailed literature is available from the Benefit and Compensation Services Office. Premiums for this coverage are fully paid by the University, but an application is required within sixty (60) days following employment.

Accidental Death and Dismemberment:

SOM faculty who are scheduled to work a minimum of twenty (20) hours per week and their dependents may elect to purchase accidental death and dismemberment insurance through Mutual of Omaha. All premiums for such additional insurance coverage will be paid by the employee. An application must be completed within sixty (60) days of employment or during an open enrollment period. Accidental Death and Dismemberment insurance (AD&D) is effective the 1st of the month following thirty (30) days of employment.

Holidays:

The following holidays are observed: Memorial Day; Independence Day; Labor Day; Thanksgiving Day and the day after; Christmas Eve and Christmas Day; New Year’s Eve and New Year’s Day; and the “work days” between Christmas Day and New Year’s Day.

Leave Accruals:

For the first six (6) months of employment, a full-time SOM faculty member accrues vacation leave at a rate of 8.00 hours per month. Thereafter, the full-time employee accrues vacation leave at the rate of 14.67 hours per month. Sick time for full-time employees is up to one-hundred thirty (130) work days per year based on years of service. Personal time for full-time employees is twenty-four (24) hours per year effective each July 1 and prorated for new hires.

Salary Continuation and Long Term Disability

A SOM faculty member can request additional paid sick leave by reason of disability after they have exhausted all other accrued paid absence time or sick leave, vacation leave and personal leave days.

A long-term disability plan is provided for all SOM faculty who are scheduled to work a minimum of thirty (30) hours per week. Long Term Disability insurance (LTD) is effective the 1st of the month following thirty (30) days of employment. After six (6) months of total disability the plan provides a monthly benefit of 60% of your base monthly earnings or up to a maximum monthly benefit of \$5,000. While you are receiving disability benefits, reduced university contributions will be made to your existing Employer Sponsored Retirement Plan for you. However, you must have been a participant in the plan at the start of disability. Premiums for this coverage will be paid by the University.

Multiple Option Retirement: Oakland University provides all SOM faculty the option of participating in the Multiple Option Retirement Program. Part-time employees working 20-29 hours per week must wait four (4) years; part-time employees working 30-39 hours per week must wait three (3) years. If SOM faculty fail to enroll when first eligible, they may enroll at any time thereafter, but participation cannot be made retroactive. Two tax-deferred, defined contribution retirement plans are currently available: TIAA-CREF and Fidelity. Oakland University contributes 15% of base salary on a monthly basis for participating non-tenured SOM faculty and 16% of base salary on a monthly basis for participating tenured SOM faculty. The University provides SOM faculty the option of investing, at their expense, in supplemental retirement tax-deferred vehicles.

Retiree Health Care:

Early Retirement

A retiree with twenty-five (25) years of full-time service who has not attained age sixty-two (62) may elect to continue group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office. Upon attainment of age sixty-two (62), and until age sixty-five (65) the retiree would then become eligible for premium payments to be paid by the University, as long as funding is available.

Medicare Complementary Coverage

Upon age sixty-five (65), SOM faculty hired prior to July 1, 2006 and who meet the retirement eligibility requirements will receive a partial contribution from the university toward the cost of Medicare complementary coverage.

Upon age sixty-five (65), SOM faculty hired on or after July 1, 2006 and who meet the retirement eligibility requirements may elect to continue “access only” group hospital-medical coverage at her/his expense by making advance arrangements with the Benefit and Compensation Services Office.

Tuition/Career Development: A SOM faculty member may enroll in any Oakland University credit courses. No tuition shall be charged for such enrollment, but usual fees shall be charged. The spouse of any full-time Academic Administrator, and/or dependent children less than twenty-five (25) years of age, if admitted to the University through its normal procedures, may enroll in any credit courses. No tuition shall be charged for any enrollments, but usual fees shall be charged. This benefit is administered through the Office of Academic Affairs and Provost. There is no tuition reimbursement for OUWBSOM classes.

Other Services:

Other available services may include use of the bookstore, payroll deduction (Met Law, auto/home insurance, long term care, etc.), credit union services, golf course, Internet access, library privileges, parking, use of Recreation and Athletics Center. Some of these services may require an employee-paid fee.