



ACADEMIC DEANS EMPLOYEES BENEFIT SUMMARY

This Academic Deans Employees Benefit Summary (“Summary”) describes the benefits provided by Oakland University to all Academic Deans group employees (“Benefits”). Benefits are subject to all terms and conditions stated in the University's respective third-party and/or other, insurance, retirement plan and/or other contracts and agreements, including without limitation those terms and conditions applicable to eligibility, coverage, satisfaction of preconditions, and the circumstances under which each respective Benefit is provided and terminates, and an Academic Deans group employee’s (“Academic Deans[s]”) participation in each respective Benefit is contingent upon the Academic Deans satisfaction of any and all such terms and conditions. Taxation of benefits as income will be consistent with applicable Internal Revenue Code sections, and the regulations promulgated thereunder (“IRC”).

Academic Deans may rely upon this Summary; provided however, the University may prospectively enhance, change or terminate any Benefit identified in this Summary (collectively “modify” or “modification”), for all Academic Deans from time-to-time in the University’s sole and absolute discretion. If the University intends to prospectively modify a Benefit, the University will provide each Academic Deans with reasonable prior written notice sufficient for the Academic Deans to appropriately manage any such modification. Benefits that vested before a prospective modification will remain in full force and effect as vested and will not be modified for the vested Academic Deans.

If an Academic Deans individual employment agreement with the University (“Employment Agreement”) contains benefits in addition to those Benefits contained in this Summary, then the respective Employment Agreement shall control as to those additional benefits. If this Summary contains Benefits in addition to those contained in a respective Employment Agreement, then this Summary shall control as to those additional Benefits. If there are conflicts, discrepancies or inconsistencies between or among the same benefits/Benefits contained in both a respective Employment Agreement and this Summary, then this Summary shall control.

All Academic Deans are eligible for the following Benefits:

Medical: Medical Benefit: Academic Deans who are scheduled to work a minimum of twenty (20) hours per week may choose one of the following three hospital-medical plans: (1) BCBSM Community Blue PPO; (2) Blue Care Network Healthy Blue Living HMO; or, (3) Priority Health HealthbyChoice Achievements HMO. Academic Deans may enroll in a group hospital-medical plan within thirty (30) calendar days of the Academic Deans date of hire, or during an open enrollment period. Hospital-medical plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Academic Deans date of hire. Medical benefits do not vest and can be changed by the Academic Deans during any open enrollment period or life changing event, or prospectively by the University.

Cost: The University currently pays an amount equal to 95% of the premium for the lowest cost HMO for the Academic Deans and their covered dependents (“University Contribution Amount”), for each of the three hospital-medical plans. That percentage is scheduled to decrease to 90% effective January 1, 2021. Academic Deans must pay the amount in excess of the University Contribution Amount.

NOTE: Health care benefit plan summaries are available on line at <https://wwwp.oakland.edu/uhr/benefits/rates-and-summaries/> and at the Benefit and Compensation Services Office, currently located in 401 Wilson Hall. You can also reach the Benefit and Compensation Services Office at (248) 370-4207 or by email at benefits@oakland.edu for more information.

Dental:

Dental Benefit: Dental benefits are provided through the Delta Dental group dental plan that covers Academic Deans who are scheduled to work a minimum of twenty (20) hours per week for their covered dependents for preventive, basic, major and orthodontic dental services. The annual benefit is \$1,000 per covered person and the orthodontic benefit is \$1,500 lifetime per covered person. Academic Deans may enroll in the Delta Dental plan within thirty (30) calendar days after the Academic Deans date of hire or during an open enrollment period. Dental plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Academic Deans date of hire. Dental benefits do not vest and can be changed by the Academic Deans during any open enrollment period or life changing event, or prospectively by the University.

Cost: No cost to the Academic Deans.

Vision:

Vision Benefit: Academic Deans who are scheduled to work a minimum of twenty (20) hours per week may choose one of the following two vision plans: (1) Davis Vision; or, (2) Blue Cross/Blue Shield (VSP) Vision. Vision benefits cover the Academic Deans and their covered dependents for an eye examination, with lenses and frames if needed. Academic Deans may enroll in a vision plan within thirty (30) calendar days after the Academic Deans date of hire or during an open enrollment period. Vision plan coverage is effective on the 1st of the month following thirty (30) calendar days after the Academic Deans date of hire. Vision benefits do not vest and can be changed by the Academic Deans during any open enrollment period or life changing event, or prospectively by the University.

Cost: No cost to the Academic Deans.

Term Life Insurance:

Term Life Insurance Benefit: The base term life insurance benefit is provided to Academic Deans who are scheduled to work a minimum of twenty (20) hours per week the amount equal to one (1) times the Academic Deans annual base salary up to \$250,000, subject to age reductions starting at age sixty-five (65). Academic Deans may also elect additional, optional, term life insurance through the University. Life insurance is effective on the 1st of the month following thirty (30) calendar days after the Academic Deans date of hire. Academic Deans Life Insurance vests and benefits are payable upon death of the Academic Deans.

Cost: Base term life insurance is provided at no cost to the Academic Deans. The Academic Deans must pay the premium for the additional, optional, life insurance.

Collective Life Insurance:

Collective Life Insurance Benefit: Academic Deans who are scheduled to work full-time (40) hours per week a decreasing term collective life insurance benefit amount that is determined by the age of the Academic Deans at death, decreases as age advances, and ceases at age seventy (70). Academic Deans must apply for Collective Life Insurance within thirty (30) calendar days after the Academic Deans date of hire, and is effective on the 1st of the month after thirty (30) calendar days after the Academic Deans date of hire. Collective Life Insurance vests and benefits are payable upon death of the Academic Deans.

Cost: No cost to the Academic Deans.

Accidental Death and Dismemberment

Accidental Death & Dismemberment Insurance Benefit. See optional Accidental Death & Dismemberment (“AD&D”) insurance benefit at:

[https://www.oakland.edu/Assets/Oakland/uhr/files-and-documents/2018-Benefits/2018%20Voluntary%20Accidental%20Death%20and%20Dismemberment%20\(AD&D\).pdf](https://www.oakland.edu/Assets/Oakland/uhr/files-and-documents/2018-Benefits/2018%20Voluntary%20Accidental%20Death%20and%20Dismemberment%20(AD&D).pdf)

Academic Deans who are scheduled to work a minimum of twenty (20) hours per week must apply for AD&D insurance within thirty (30) calendar days following the Academic Deans date of hire or during an open enrollment period. AD&D insurance is effective on the 1st of the month following thirty (30) calendar days after the Academic Deans date of hire. AD&D benefits vest and are payable upon accidental death or dismemberment.

Cost: At Academic Deans cost; Academic Deans pays all premiums.

Paid Holidays:

Paid Holidays Observed: New Year’s Day, Memorial Day; Independence Day; Labor Day; Thanksgiving Day; the day after Thanksgiving Day; Christmas Eve Day; Christmas Day; New Year’s Eve Day; and the “recess” days between Christmas Day and New Year’s Eve Day. Paid Holidays do not vest.

Cost: N/A

Leave Accruals:

Vacation Leave. For the first (6) six months of employment, a full-time Administrative Professional employee accrues vacation leave at a rate of 12.00 hours per month. Thereafter, the full-time employee accrues vacation leave at the rate of 16.67 hours per month.

Sick Leave. Academic Deans accrue sick time for full-time employees up to one-hundred thirty (130) work days per year based on years of service. Unused sick days do not “carry over” and no Academic Deans may accrue more than

1,040 sick hours. NOTE: The University designed this sick time accrual to be used for “sickness” and to offset the long term disability (“LTD”) six (6) month elimination period; and not to extend vacation hours. Sick leave does not vest.

Cost: No cost to the Academic Deans.

Salary Continuation:

Salary Continuation. An Academic Deans can request additional paid salary continuation leave to offset the LTD six (6) month elimination period if the Academic Deans has used/exhausted all other accrued paid vacation and sick leave. Academic Deans employed for a minimum of one year may request additional paid sick leave (at the amount of 60% of their current annual salary) whenever by reason of disability he/she will have exhausted all other accruals and personal leave days. A request for additional paid time will be considered by the 3rd party administrator. Salary continuation does not vest.

Cost: No cost to the Academic Deans.

Long Term Disability:

Long-Term Disability Benefit: The long-term disability (“LTD”) benefit is sixty (60%) percent of the Academic Deans base salary up to a maximum of ten thousand (\$10,000) dollars per month, which begins after six (6) months of the Academic Deans total disability (the “elimination period”). The Academic Deans will also receive a contribution to their 403(b) retirement account during the Academic Deans disability at the same percentage that was provided when the disability occurred based on the LTD benefit amount only. Academic Deans must apply for LTD insurance within sixty (60) calendar days after the Academic Deans date of hire or during any open enrollment period, and is effective on the 1st of the month after thirty (30) calendar days after the Academic Deans date of hire. LTD benefits vest and are payable upon a long-term disability.

Cost: No cost to the Academic Deans.

Tuition Benefit:

Tuition Benefit Academic Deans: Academic Deans are eligible for a one hundred (100%) percent tuition waiver for their own continuing education at the University. Tuition benefits do not vest.

Tuition Benefit Spouse and/or Dependent Children: The spouse and/or dependent children of any Academic Dean will be eligible to enroll in any University credit course, subject to any Registrar’s requirements, and apply for the tuition benefit. The Internal Revenue Code and regulations promulgated thereunder will define dependency. Students must be admitted to the University through the University’s normal processes and must be in a degree or certificate granting program or at the University as a guest student. Tuition benefits do not vest.

Tuition benefits do not apply to OUWB School of Medicine, Executive MBA, and CRNA programs.

Cost: For the Academic Dean's spouse and/or dependent children, the student will be charged a fee proxy equal to ten (10%) percent of the in-state lower division undergraduate tuition rate for the number of credits enrolled. Spouses and/or dependent children will pay all usual fees. Certain tuition benefits may be considered taxable compensation.

Retirement:

Retirement Contributions. Oakland University provides all fulltime Academic Deans employees the option of participating in the Multiple Option Retirement Program. If an Academic Dean fails 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 and Fidelity. Effective July 2, 2020, Oakland University contributes 17% of base salary on a monthly basis for participating fulltime Academic Deans, which will begin the month after the completion of one (1) year of continuous employment. The Academic Deans is immediately vested in all contributions made on his/her behalf. The University provides Academic Deans the option of investing, at the employee's expense, in supplemental retirement tax-deferred vehicles.

Cost. No cost to, and no match required by, the Academic Deans. Participation in an optional supplemental tax-deferred retirement vehicle is at the Academic Deans cost.

Early Retirement (Definition). An Academic Deans may retire "early" at age sixty-two (62) or older with at least fifteen (15) continuous years of full-time service, or, who is younger than age sixty-two (62) but with twenty-five (25) continuous years of service.

Normal Retirement (Definition). An Academic Deans may retire "normally" at age sixty-five (65), with at least fifteen (15) continuous years of full-time service.

**Post-Employment Medical,
Dental and Vision Benefits
For Early Retiree**

Eligibility: For Academic Deans whose date of hire is before June 30, 2006 and retire early, then:

Post-Employment Medical, Dental and Vision Benefits and Cost:

For an Academic Deans who retires early (see Early Retirement definition above): the University will continue paying the University Contribution Amount for the Medical Benefit only for the Academic Deans and the Academic Deans spouse. The premiums for dental and vision coverage will be at the Academic Deans cost, for the Academic Deans and the Academic Deans spouse, until the Academic Deans is age sixty-five (65). When the Academic Deans is age sixty-five (65), the University will then begin paying in accordance with the Medicare Complementary Coverage section below. Post-Employment Medical, Dental and Vision Benefits vest upon retirement.

For an Academic Deans who retires early and is younger than age sixty-two (62) but with twenty-five (25) continuous years of service: the Academic Deans may continue paying the Academic Deans group hospital-medical plan, dental and vision premiums that the Academic Deans is enrolled in on the date of retirement, at the Academic Deans cost by making advance arrangements with the Benefit and Compensation Services Office. When the Academic Deans is age sixty-two (62), the University will then begin paying in accordance with the foregoing paragraph above.

Eligibility: For Academic Deans whose date of hire is on or after July 1, 2006 and retire early, then:

Post-Employment Medical Dental and Vision Benefits and Cost:

An Academic Deans who retires early (see Early Retirement definition above) can participate in the University's medical, dental and vision Benefits as "access only" for the Academic Deans and the Academic Deans spouse and/or dependent children, if applicable, at the Academic Deans cost by making advance arrangements with the Benefit and Compensation Services Office.

Medicare Complementary Coverage

Eligibility: For Academic Deans whose date of hire is before July 1, 2006 and who retire, then:

Medicare Complementary Coverage and Cost. At age sixty-five (65), the University will contribute monthly toward the retired Academic Deans and their spouse's Medicare complementary benefits up to \$343.00 for single party and \$686.00 for two party coverage. Medicare Complimentary Coverage vests upon retirement.

Eligibility: For Academic Deans whose date of hire is after July 1, 2006, then:

Medicare Complementary Coverage and Cost. At age sixty-five (65) the Academic Deans and their spouse will be eligible for Medicare complementary coverage solely through a University group health plan at the retired Academic Deans cost.

Benefits Proscribed Family by Law:

Benefits Proscribed by Law. Academic Deans are entitled to all benefits required by law, such as leaves under the Medical Leave Act, jury duty and military training, and unemployment and workers' compensation, on the same basis as those legally proscribed benefits are administered by the University. Benefits proscribed by law vest as required by the applicable law.

Cost. No cost to the Academic Deans unless otherwise proscribed by the applicable law.

Administrative Benefits: Administrative Benefits. Those benefits such as moving and travel expenses pursuant to the University's Administrative Policies and Procedures on the same basis as those administratively proscribed benefits are administered by the University. Administrative benefits vest as required by the applicable administrative policy.

Cost. No cost to the Academic Deans unless otherwise proscribed by the applicable Administrative Policy and Procedure.

Other Services: Other Services: Those services made available by the University from time-to-time such as use of the bookstore, payroll deduction (pre-paid legal, identity theft protection, 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. Other services do not vest.

Cost. No cost to the Academic Deans unless otherwise proscribed by the University.

Revised and Effective as of July 27, 2021