

TOGETHER WE

LIVE WELL

Western Michigan University Homer Stryker M.D. School of Medicine
FACULTY SUMMARY OF BENEFITS

Contact HRmail@med.wmich.edu with any questions.

NON-

Employer contribution – Highly compensated, full-time (1.0 FTE) appointed faculty, are eligible for a WMed contribution into the plan upon employment. The WMed contribution will be made in January for the previous calendar year of service. Contributions are pro-rated for mid-year hires. The contribution will be 6% of eligible earnings, up to a maximum annual contribution for any one participant of \$15,000. The WMed contribution will limit the amount you can voluntarily defer to ensure the IRS maximum limit on deferrals is not exceeded.

Faculty members that do not meet the IRS definition of "highly compensated" employees are not eligible to participate in the 457(b) plan. Instead, these faculty members will receive the additional 6% in the form of a bonus check each January for the previous calendar year of service. Applicable taxes will be deducted accordingly from the check.

LIFELONG LEARNING

Benefit

Professional activities that are appropriate for professional time away include:

- Board of director, professional committee, journal committee
- Session moderator or panelist at a professional meeting
- NIH, other governmental, foundation grant review committee
- Invited speaker or visiting professor
- Board examination as a faculty examiner
- Events required or directly supported by extramural funding
- Activities approved by chair/dean directly related to a role

Generally, WMed funds are not used to support these professional activities as the sponsoring organization is expected to cover all of the expenses. Faculty may retain any honorarium that is provided by the sponsoring organization. See policy HR92 for details.

Benefit	Eligibility	Carrier	Who Pays?
TUITION REIMBURSEMENT Policy HR74	Full-time (.80 or greater) employees who have completed six (6) months of continuous employment. On-call, temporary, or part time employees will be eligible to use the benefit upon becoming full-time IF they have worked 520 hours over the previous 12 month period since becoming full-time. This does not include employees directly hired from an agency or mid-level providers.	Self-adm'd	WMed

Courses taken must be part of an approved degree, diploma, or certification program and directly related to employment within the organization. If the course taken is for personal skill enhancement and is directly related to employment within the organization, it will be considered for tuition reimbursement. However, if the course taken is part of a requirement

Benefit	Eligibility	Carrier	Who Pays?
Federal Student Loan Assistance	Determined by the Office of Financial Aid (OFA)	Department of Education	Department of Education & Employee

The Office of Financial Aid (OFA) provides personal, professional and confidential assistance to all employees requiring help in navigating the process of federal student loan repayment or loan forgiveness. The OFA can explain the nuances of the different repayment options, loan forgiveness, estimate monthly payments, clarify issues, identify resources, and other assistance as needed. Contact financialaid@med.wmich.edu, or 269.337.4584 for more information.

TIME AWAY FROM WORK

Benefit	Eligibility	Carrier	Who Pays?
HOLIDAYS Policy HR50	Upon employment for .50-1.0 FTE employees.	Self-adm'd	WMed

Benefit

LEAVES OF ABSENCE
Policies HR53-HR57

Eligibility

Contingent upon type of leave.

Carrier

Self-adm'd

Who Pays?

Depends on
type of leave.

Benefit