



WAYNE STATE  
UNIVERSITY

# Why Choose WSU...

Benefits & Resources for Employees



 **WARRIOR STRONG**



# Wayne State University – Warrior Strong

## Our mission

We will create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.

## Our vision

We will be a pre-eminent, public, urban research university known for academic and research excellence, success across a diverse student body, and meaningful engagement in its urban community.

## Our values

While our vision and mission show where we want to go, our values guide us on the way. They cut across organizational boundaries, bind us culturally, and permeate our strategic and tactical initiatives. They are the defining traits of the Wayne State community.

- Collaboration: When we work together, drawing upon various talents and perspectives, we achieve better results.
- Integrity: We keep our word, live up to our commitments and are accountable to ourselves and each other.
- Innovation: We are unafraid to try new things and learn by both failure and success.
- Excellence: We strive for the highest quality outcomes in everything we do.
- Diversity and Inclusion: We value all people and understand that their unique experiences, talents and perspectives make us a stronger organization and better people.



# Why Wayne State University...

Our 200-acre campus fits into the landscape of one of the most vibrant cities in the U.S. Wayne State has always been open and accessible to Detroit — and vice versa.

Students and faculty come here to learn, work, play and live for the same reason they come to Detroit: because here is where you get to experience what the world is really like.

And you can take advantage of Wayne State's connections with the worlds of health care, manufacturing, business, law, entertainment and more. Opportunities are available to you, thanks to your connection with us.





Wayne State's campus is an oasis of green spaces, walking paths, classic architecture, new buildings, fountains and reflective pools.

And, just a step outside of our campus is Detroit: one of the most exciting comeback cities in the nation. A city with an international riverfront that looks onto our sister city, Windsor, Canada.

A campus, a neighborhood, a metropolis and a foreign land — all in a five-mile radius.

What more could you ask for? It's right here.



Our forward thinking continues to pay off: Over a decade ago, Wayne State University, Michigan State University and the University of Michigan partnered to create the University Research Corridor (URC), one of the nation's top academic research clusters.

In 2017, the URC generated \$2.5 billion in research and development and made up 94% of the research conducted in Michigan. We're leading the way, with great work for a brighter future, done right here.



# Summary of Benefits

Wayne State University offers a comprehensive benefits program to our diverse community of faculty and staff, including compensation, benefits, work/life balance and learning - options that enhance your career and add value to your personal life. This includes traditional and non-traditional benefits such as:

## Medical

Wayne State University (WSU) currently offers the following medical plans to employees:

- Blue Cross Blue Shield (Traditional)
- Community Blue (PPO)
- Blue Care Network (HMO)
- Health Alliance Plan (HMO)
- Total Health Care (HMO)

## Dental

All eligible WSU employees are covered by a comprehensive dental insurance plan with DeltaDental Plan of Michigan.

## Vision

The university's vision coverage through EyeMed, includes comprehensive benefits for eye exams, glasses and contacts. The Basic Vision coverage will be automatically provided as an additional level of coverage to employees enrolled in a medical plan. An Enhanced Vision coverage option with greater benefit coverage levels is available at an additional cost.

## Retirement Savings Plans

### 403(b) Retirement Savings Plan

Eligible employees who are age 26 and contribute at least 1% of their salary will receive a matching university contribution equal to two times their contribution up to a maximum university contribution of 10%. The university contribution is not vested until two years of service is completed. You can choose from a variety of investment options from TIAA-CREF or Fidelity Investments.

### 457(b) Retirement Savings Plan

An additional retirement savings plan with a variety of investment options from TIAA-CREF and Fidelity Investments. You can make additional pre-tax employee contributions up to the established IRS contribution limit, which is separate from the 403(b) plan.

## Life Insurance and AD&D

WSU provides Basic Life Insurance (equal to 1x your salary) which is 100% employer paid. Employees have the option to increase their life insurance by purchasing amounts up to four

times your annual salary. Includes Accidental Death & Dismemberment insurance, which protects against financial hardship when you or a covered dependent suffers an accidental death, loss of limb, paralysis or loss of sight.

Dependent Life Insurance options are available for your spouse and children. You can choose from three coverage options for your spouse and/or children at group rates.

### **Long-Term Disability (LTD) Insurance**

LTD provides a source of income if you are unable to work due to a serious illness or injury. The long-term disability (LTD) benefit provides a monthly income benefit equal to 66 2/3% of your monthly base salary up to a maximum benefit of \$7,000 per month. Benefits begin after 180 days of being disabled and are offset by other income benefits associated with your disability.

### **Tuition Assistance Programs**

#### **Employee Tuition Assistance**

Benefit pays 100% of the cost of tuition, regular registration fee, omnibus fee and fitness center fee for eligible employees.

#### **Reduced Tuition for Spouse/Child of Employee**

Benefit pays 50% of the cost of tuition only for an eligible spouse/child of an eligible employee. Does not cover coursework for the MD, JD or PharmD programs.

### **Flexible Spending Accounts (FSA)**

Maximize your tax savings by participating in a health care or day care flexible spending account (FSA). You can contribute up to \$2,500 per year for the health care FSA and up to \$5,000 per year for the dependent care FSA on a pre-tax basis. Any money left in the account at the end of the year is forfeited. The IRS calls this the “use it or lose it” rule.

### **Wellness Warriors Program**

Our nationally recognized Wellness Warriors program is free for full-time eligible employees and is designed to offer each participant the tools and resources to create a personalized wellness plan. Wellness services include a confidential Employee Assistance Program (EAP), wellness coaching, flu shots on campus, mother’s rooms on campus, nutrition consultations, participation incentives and more.

### **Voluntary Benefits**

Eligible employees can purchase auto and home insurance, or long-term care insurance through the convenience of payroll deductions.

*This information is intended to be a summary of benefits offered to Wayne State University employees. Refer to the appropriate collective bargaining agreement or the non-represented employee manual for specific benefits.*

## Holidays

Faculty and staff are eligible for eight holidays per calendar year:

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving Day
- Christmas Day

In addition, most employees receive the days between Christmas and New Year's as time-off with pay.

## Paid Time Off

WSU provides paid time off for vacation, illness, short-term disability, special needs and jury duty. Eligibility and benefits vary by job classification.

## Additional Benefits

Some extra benefits that are part of the everyday experience that are a part of a satisfying career at Wayne State University are:

- Direct deposit
- Parking
- Discounted Fitness center membership
- On and near campus banking and credit union services
- An annual Employee recognition/reception

## Campus Life & Midtown

Wayne State University is located in Midtown, the city center and one of the country's fastest-growing neighborhoods. Every day, Wayne State students, staff & faculty participate in the reinvention of a great American city as they live, learn, work and play in the heart of Detroit.

## Many cultural institutions and restaurants make Midtown a great place to work and play:

The Detroit Institute of Arts (DIA)  
Museum of Contemporary Art Detroit (MOCAD)  
Charles H. Wright Museum of African American History  
Detroit Historical Museum  
The Detroit Public Library  
The Heidelberg Project  
Fisher Theatre  
Hilberry Theatre  
Masonic Temple  
Bonstelle & Studio Theatre  
Detroit Music Hall

Eastern Market  
Michigan Science Center  
The Fox Theatre Detroit  
Motown Museum  
Pewabic Pottery  
Detroit Repertory Theater  
Majestic Theater  
The Fillmore  
St. Andrews Hall  
Cinema Detroit (Indie Movie Theater)  
Detroit Opera House



## Local Restaurants

1000 Degrees Pizza  
Avalon International Breads  
Bakersfield  
Bucharest Grill  
Café DIA  
Chartreuse Kitchen & Cocktails  
Common Pub Detroit  
Go Sy Thai  
Greektown  
Gus's World Famous Fried Chicken

Jolly Pumpkin Pizzeria & Brewery  
Mexican Village  
Selden Standard  
Seva Detroit  
Shangri-La  
Shield's Restaurant Bar Pizzeria  
The Potato Place  
Tony V's Tavern  
Union Street  
Z's Villa

## Local Resources

### Metro-Detroit School Districts

The metro Detroit area is home to some great school districts, including:

Birmingham Public Schools  
<https://www.birmingham.k12.mi.us>

Grosse Pointe Public Schools, Grosse Pointe  
<https://mi01000971.schoolwires.net>

Bloomfield Hills Schools, Bloomfield Hills  
<https://www.bloomfield.org/schools>

Novi Community School District  
<https://www.novi.k12.mi.us>

Detroit Public Schools Community District  
<https://www.detroitk12.org>

Southfield Public Schools  
<https://www.southfieldk12.org>

Farmington Public Schools  
<https://www.farmington.k12.mi.us>

Troy School District, Troy  
<https://www.troy.k12.mi.us>

### Real Estate Companies

We want you to call the Detroit area "home". Some of the local real estate companies include:

Re/Max  
<https://www.remax.com>

Keller Williams  
<https://www.kw.com>

Stephen Williams, Coldwell-Banker-Weir-Manuel  
248-644-6300



## **WELCOME TO OUR NEIGHBORHOOD.**

You've come to the right place —  
a place where sparks of genius ignite movements.  
Where one idea can blaze a trail that leads to the  
Next Big Thing.

Where creativity is cultivated, and always celebrated.  
Wayne State University is proud to make our home in  
Detroit, a city of dreamers and doers.

Students come from across the street and around the  
globe to live, learn and grow on a campus that's  
defined by the heart and spirit of our hometown.

**COME ON IN.**

## **Human Resources**

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