

# Considering a full time position with Davenport University?

At Davenport we provide a culture of value for students and employees and our comprehensive benefit offerings are significantly funded by the University on your behalf, and complete your total compensation package.

**benefits U**  
A FLEXIBLE BENEFITS PROGRAM UNIQUE TO U | Full Time Employees

## Career growth!

### Tuition

Tuition for DU classes are waived for the employee and their eligible family members. You pay for fees and books and we cover the rest!\*

Need an advanced degree for your role, but the program is not offered at DU? Ask us about our Tuition Assistance program.

\*50% waiver provided for limited seat courses. Please see policy for full details.

### Professional Development

In addition to a warm, welcoming culture where on the job learning and coaching are readily available; a blend of online and in-seat courses are offered through our Leadership Pathway programs, Diversity and Inclusion events, and a multitude of technical and job-related topics

## Plan for your future!

### Retirement planning

Retirement planning is an important part of your future and DU helps to make sure you are retirement ready by contributing 10% of an employee's compensation to a 403(b) tax deferred annuity plan after a one year wait. Many employees also choose to make their own pre-tax deductions beginning immediately.

### Life Insurance

DU provides Basic Life of one times your annual salary at no cost to employees, and you'll have a chance to purchase additional coverage at group rates for you and your family.

## Caring for you and your family!

### Medical, dental and vision

DU offers the choice of 2 high quality medical plans and competitive dental and vision benefits. Employees selecting our high deductible health plan also enjoy low premiums and a generous DU contribution to their Health Savings Account.

### Paid Time Off

Paid Time Off (PTO) blends time away for sick, personal or vacation time, and for most employees begins with 5 weeks (25 days) per year, pro-rated in your first year. A real differentiator! 10 month Faculty are not eligible for PTO since they are off in June and July.

### Disability benefits

In the event of an injury or illness requiring you to miss some work, we are pleased to offer short term disability options ranging from 66.6% to 100% of salary replacement, plus a long term option of 66.6%.

### Employee Assistance Program

Employee Assistance Program (EAP) offers assistance to you and your family with everyday challenges. The EAP provides a resource available 24/7 at no cost to you for services such as 6 free counseling visits per issue per year, financial and legal advice, as well as work life balance solutions.

### Flexible work schedules

Flexible work schedules for eligible positions promote healthy work/life balance.

### Holidays & Volunteer Time Off (VTO)

11 paid holidays plus up to 3 days of time off to volunteer in the community.

## Additional benefits!

- 20% off all bookstore and online spirit store merchandise
- Library Services
- Free use of Fitness Center
- Free Athletic Pass to all DU Events
- Access to Professional Development
- Free Parking Pass

## Employees shared why they love Davenport in 5 words: #MyDU5

"Future. Inspired. Achievement. Students. Family."

"Innovative. Resilient. Flexible. Poised. Ready."

"Professional development. Growth. Opportunity. Exciting."