



---

<b>Tuition Scholarship Program</b>	Adjunct faculty may enroll in classes, including for-credit courses offered by Continuing Education, up to the number of credit hours they are teaching in the semester (e.g., if teaching four (4) credits in Winter semester, may take four (4) credits in Winter semester at no charge). NMU will abide by State and Federal laws regarding the taxability of benefits.
<b>Staff Development Courses</b>	Adjunct faculty may enroll in professional development non-credit courses at no cost with department head approval.
<b>Recreation Membership</b>	Adjunct faculty may purchase a Recreation Facility membership (single or family) at a reduced rate.
<b>Bookstore Discount</b>	20% discount on books; 10% discount on other items. Does not include sale items or caps and gowns.
<b>403(b) TDA Retirement</b>	Voluntary contributions to a tax-deferred annuity (TDA) retirement plan. Minimum contribution of \$200 annually.
<b>Social Security Benefits</b>	Mandatory University and employee contribution. Monthly benefits at retirement or in case of total disability.
<b>Workers' Compensation</b>	Adjunct Faculty should notify their department head immediately of any work-related illness or injury. Income benefits may be available as well as payment for medical expenses.
<b>Parking</b>	Adjunct Faculty, upon completion of necessary forms, will receive one (1) free parking permit and the option of pre-tax payroll deduction for any additional parking permit fees.
<b>Library</b>	Access to University library.

---

These are summaries of benefits available and are subject to change. Union contracts, personnel policies, master benefit policies, and the rules of insurance providers and administrators control the benefits available. If you have questions about benefits, consult your current union agreement or contact the Human Resources Department at 227-2470.