

Employee Benefits

Millikin University strives to create an environment where team members feel personally valued, professionally invested and inspired by their work. One way we do this is by providing our team members with a competitive pay and benefits package.

Medical Insurance – Take care of yourself and your family by choosing from one of three Blue Cross/Blue Shield of Illinois medical insurance plans.

Flexible Spending Account – Option to set aside a portion of your salary (pre-tax) to pay for eligible out-of-pocket medical, dental, vision and/or dependent care expenses.

Dental Insurance – Dental Plan provided by Delta Dental, offering in- and out-of-network benefits.

Vision Insurance – Vision Plan provided by EyeMed, offering in- and out-of-network benefits.

Vacation/Sick Time – Administrators and Support Staff typically accrue 20 vacation and 12 sick days per year.

Holidays – The University observes 11 paid holidays.

Administrative Days – The President periodically grants additional days off with pay to show appreciation for staff.

403(b) Retirement Savings Plan – Eligible employees may participate in this plan on the first of the month after they attain age 21 and complete one (1) year of service at the University. After one (1) year of eligible service, the University will contribute a discretionary amount (currently 5%) of the employee's base salary, when an employee contributes a required percentage. The one (1) year waiting period may be waived under certain circumstances.

Life Insurance – The University provides \$50,000 of term life insurance to all full-time employees at no cost.

Supplemental Life Insurance – Optional life insurance available for purchase; covers employee, spouse and/or eligible children.

Long-Term Disability – The University pays the premium for long-term disability insurance. The benefit amount is 60% of the employee's monthly salary, not exceeding \$8,000.

Critical Illness & Cancer Insurance – Critical illness and cancer insurance helps reduce daily stress about money, so you can focus on getting better. This voluntary plan pays a lump sum cash benefit directly to you, after your claim is approved, for a variety of covered conditions such as heart attack, stroke and cancer. Full-time employees can choose between \$5,000 and \$20,000 of coverage, in \$5,000 increments, with a \$20,000 guaranteed issue.

Accidental Death & Dismemberment Insurance – All full-time employees are covered by a \$50,000 accidental death and dismemberment insurance policy. Coverage becomes effective the first of the month following one month of full-time employment. The premium is paid in full by the University.

Employee Assistance Program (EAP) – Free and confidential counseling services to employees and their dependents.

Identity Theft Protection – Optional benefit available for purchase. Keep your personal information safe with comprehensive identity and privacy protection offered by InfoArmor and their parent company, Allstate.

Tuition Waiver – Millikin grants full-courtesy tuition waivers to full-time employees, their spouses and dependent children. All students must meet Millikin admission requirements and maintain satisfactory academic progress standards. Through Millikin's participation in collegiate exchange programs, dependent children may attend select colleges other than Millikin with no tuition if certain conditions are met.

Sports, Fitness, Theatre & More – Millikin employees receive complimentary passes to regular season Millikin athletic events, access to tennis courts and to an all-weather track and field complex. Millikin employees are eligible for discounted membership at the Decatur Indoor Sports Center (DISC) at Millikin, as well as discounts on selected performances at Kirkland Fine Arts Center. All employees have access to Staley Library and receive discounts at several dining locations throughout campus.