



# TOTAL REWARDS: 2024 OVERVIEW

for ND Research Associate, Externally Funded  
Postdoctoral Fellow, Research Visitor, Visiting  
Scholar, and Unpaid Sr. Research Associate



Emotional



Financial



Physical



Social



Spiritual

<b>PROGRAM</b>	<b>WHO PAYS</b>	<b>EFFECTIVE</b>	<b>DESCRIPTION</b>
<b>University Libraries</b>	<i>University</i>	Upon employment.	Books and materials may be borrowed upon presentation of your University identification card.
<b>Availability of Athletic Facilities</b>	<i>University</i>	Upon employment.	These include handball, squash, basketball and tennis courts, running track, swimming pool, fitness and weight rooms.
<b>Bookstore, Joyce Center Varsity Shop, and Golf Pro Shop</b>	<i>University</i>	Upon employment.	Discount (20%) on most items.
<b>Golf Courses</b>	<i>University</i>	Upon employment.	Discount on greens fees.
<b>Parking</b>	<i>University</i>  Reserved parking is available.	Upon employment.	Free parking is available to all University employees. A parking pass may be obtained at University Parking Services located in Hammes Mowbray Hall.
<b>Leave of Absence*</b>  <b>*Only eligible if receiving pay from the University</b>	<i>Employee</i>	Defined by policy.	Leave of absences may be available for the following University policies: <ul style="list-style-type: none"> <li>• Family and Medical Leave (FMLA)</li> <li>• Personal</li> <li>• Military</li> </ul>
<b>Holidays*</b>  <b>*Only eligible if receiving pay from the University</b>	<i>University</i>	Upon employment.	Holiday pay for the following days/time not worked: <ul style="list-style-type: none"> <li>• Martin Luther King, Jr. Day</li> <li>• Good Friday</li> <li>• Memorial Day</li> <li>• Independence Day</li> <li>• Labor Day</li> <li>• Thanksgiving and the day after</li> <li>• Christmas Celebration</li> <li>• New Year's Day Celebration</li> </ul> (Annual total of twelve to sixteen days).

PROGRAM	WHO PAYS	EFFECTIVE	DESCRIPTION
<p><b>UND 403(b) Retirement Plan (Voluntary Contributions)*</b></p> <p>*Only eligible if receiving pay from the University</p>	<p><i>Employee</i></p> <p>The amount of contributions permitted is determined by IRS regulations. Contributions are made by Employee through payroll deduction.</p>	<p>Eligible to participate at the time you are employed (or any other time during your active employment).</p>	<p>Fidelity Investments is the provider of recordkeeping services. There are 13 investment options including Target Date Funds, core and specialty funds. Contributions can be made on a pre- tax or Roth post-tax basis.</p> <p>Participation is voluntary but encouraged as an opportunity to save for retirement.</p>

**This is a general summary of benefits. It does not replace the legal plan documents or contracts for each of the benefit plans and should not, in any way, be considered a legal contract or guarantee of coverage.**

P2 - 99790, 99791, 99792, 99801, 99802