Institution	Defined	Benefit Plan Vearsur	ill vested	Contribution Defined	Contribution P	an DN Participation Univ. Bas	Econtribution	e Percentage Matching	Percentage Planwebsite	Notes
Michigan Tech's Self D	etermin	ed Peer I	nstitutio							
California Polytechnic State University	Yes	5	5%		Yes				<u>California</u>	
Carnegie Mellon Univ.	No				No	8.0%		0.0%	<u>Carnegie</u>	Univ. automatically puts base amount into employee account. Employee may contribute more as desired.
Clarkson University	No			Yes	Yes	9.6%	4.8%	0.0%	<u>Clarkson</u>	Mandatory employee percentage after 2 years employment
Colorado School of Mines	Yes	5	8%	Yes	Yes	0.0%		0.0%	<u>Colorado</u>	For non-classified staff, no employee contribution required for Defined Benefit. Defined Contribution Plan additional voluntary.
Georgia Institute of Technology	Yes	10	6%	Yes	Yes	11.5%	6.0%	0.0%	<u>Georgia</u>	Mandatory to participate in one plan or the other. Vested in Defined Contribution from Day 1
Lehigh University	No	3		Yes	No	8.0%	5.0%	2.5%	<u>Lehigh</u>	Employees auto-enrolled. Sliding scale to Univ Contribution based on years employed. What is shown is maximum after 5 years for 2016. Vesting relates to Univ. based contribution
Missouri University of Science and Technology	Yes	5	1%	Yes	Yes	2.0%	3.0%	3.0%	<u>Missouri</u>	All employees auto-enrolled in defined contribution plan. Mandatory participation in defined benefit plan. Vested in Univ contribution to defined contribution plan after 3 years.
Renssealaer Polytechnic Institute	No				No		1.0%	8.0%	<u>RPI</u>	Employees may contribute more to the plan as desired.
Michigan Technological	No				No	0.0%	7.5%	7.5%		

Institution	Defined	beneft Plan Veatsur	thuested	Contribution Defined	Contribution P	an Univ. Ba	Econtribution	e Percentage Natching	Percentage Plan website	Notes
Michigan Public Stat										
Central Michigan	No				No	10.0%			<u>CMU</u>	No employee match required. Employee may contribute if they wish up to IRA limits
Eastern Michigan	No				No	11.0%			<u>EMU</u>	Contributions vary with Employment Classification. Percent noted is for Faculty, Staff is 5%, with matching up to 5% additional
Ferris State	No				No	12.0%			<u>Ferris</u>	Employee may contribute if they wish up to IRA limits
Grand Valley State	No				No	12.0%			Grand Valley	Employee may contribute if they wish up to IRA limits
Lake Superior State	No				No	10.0%			<u>LSSU</u>	Employee may contribute if they wish up to IRA limits
Michigan State	No				Yes	0.0%	5.0%	10.0%	MSU	Becomes mandatory after certain age and length of employment
Michigan Technological	No				No	0.0%	7.5%	7.5%		
Northern Michigan	No				No	6.5%	5.0%	5.0%	<u>NMU</u>	Varies depending on Union, Admin, or staff
Oakland University	No				No	14%			<u>Oakland</u>	No employee match required. Employee may contribute if they wish up to IRA limits
Saginaw Valley State	No				Yes	12.0%	4.0%		<u>Saginaw</u>	Required after 1 year and age 30.
University of Michigan	No				No	0.0%	5.0%	10.0%	<u>U of M</u>	Univ contributions begin after 1 year employment
Wayne State	No	2			No	0.0%	5.0%	10.0%	<u>WSU</u>	Univ contributions vested after 2 years employment
Western Michigan	No				No	9.0%	2.0%	2.0%	<u>WMU</u>	