NURSING AT MICHIGAN

BENEFITS AT A GLANCE



Join our team!
Accelerate your career!

University of Michigan Health provides world-class training, diverse opportunities, and the mentorship you need to ignite your career and shape the future of health care.

UNIVERSITY OF MICHIGAN HEALTH
MICHIGAN MEDICINE

SEARCH NURSING CAREER OPPORTUNITIES

More Information:

www.UMnursing.org

NurseRecruit_UMHS@med.umich.edu

734-936-5183

A Non-Discriminatory, Affirmative Action Employer

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5-STAR QUALITY
CENTERS FOR MEDICARE & MEDICAID SERVICES

BEST HOSPITALS
U.S.News & WORLD REPORT
RANKED IN 12 SPECIALTIES 2024-2025

MAGNET RECOGNIZED
AMERICAN NURSES CREDENTIALING CENTER

NATIONALLY RECOGNIZED
LEAPFROG HOSPITAL SAFETY GRADE
A
STRAIGHT A's 2012-2022

THE MICHIGAN DIFFERENCE

NURSING HIGHLIGHTS

COMPETITIVE COMPENSATION - 22.5% WAGE INCREASE OVER 4 YEAR NURSING CONTRACT (2022-2026)

INDUSTRY LEADING STAFFING LEVELS, ROBUST ORIENTATIONS, BUILT-IN SAFETY STRUCTURE

TRANSITION TO PRACTICE PROGRAMS - NURSE RESIDENCY AND FELLOWSHIPS

RN SALARY AND BONUS PROGRAM*

Registered Nurse 0-11 months experience)	$41.78/hr
Registered Nurse - Level C (RN with 12+ months of experience)	$41.86 - $64.81/hr
RSAM Educational Nurse Coordinator/ Clinical Coordinator/Flight Nurse	$43.10 - $67.03/hr
Clinical Nurse Specialist	$50.53 - $76.32/hr

SHIFT DIFFERENTIAL*

Evenings: $3.00/hr	Weekend Day: $2.90/hr
Nights: $4.00/hr	Weekend Eve: $5.90/hr
Charge Nurse: $1.00/hr	Weekend Night: $6.90/hr

* Salaries and Shift Differential Effective 7/1/2025 - 6/30/2026
Salaries based upon experience, up to Step 13.

RN BENEFITS AT A GLANCE

GROW YOUR INCOME AND YOUR OUTCOME WITH OUR EXTENSIVE BENEFITS PACKAGE AND COMPETITIVE COMPENSATION.

HEALTH, DENTAL, VISION INSURANCE

Comprehensive health insurance featuring prescription, dental and vision coverage. Health benefits start on your start date, Day 1.

RETIREMENT PLANS

Tax-deferred 403(b) and 401(a) plan with a 2:1 matching contribution. Immediate vesting. New hires must complete a waiting period of 1 year to receive the university contribution.

GROUP TERM LIFE INSURANCE

Basic level of life insurance coverage at no cost to faculty and staff, with the option to add more coverage for yourself or your dependents at your expense.

TUITION SUPPORT

This program provides partial reimbursement for job related education courses or degrees that lead to other careers within the University.

LONG TERM DISABILITY PLAN

Plan pays up to 65% of your covered pre-disability base salary should you become totally disabled. Also pays the cost to continue most of the benefits you have at the time of disability.

PAID MATERNITY + PARENTAL LEAVE

Birth mothers may take up to 6 weeks of maternity (childbirth) leave + 6 weeks of parental leave, for a total of up to 12 weeks. Non-birth parents, including fathers, may take up to 6 weeks of parental leave.

WORK-LIFE RESOURCES

The Work/Life Resource Center offers resources for child care, elder/dependent care and any other assistance an employee may need in maintaining a healthy balance between work and personal responsibilities.

SCAN HERE FOR MORE BENEFITS INFORMATION

PAID TIME OFF

RNs accrue paid time off each month, at rates based on their specific appointment and years of service. During the first year of employment, staff members acquire more than two weeks of combined sick, vacation, and personal time, in addition to paid observed holidays. Over time, employees can accrue in excess of six total weeks of paid time off per year.

The following days are observed as paid holidays annually: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day (Christmas is paid at 3 times base salary).

PROBATIONARY PERIOD

RNs are on probation for the first six months of employment. Experienced RNs are expected to remain on the hiring unit for a one year commitment, and graduate nurses eighteen months, before transferring to another unit.

REPRESENTATION

UMPNC MI NURSES Association

2023 MNA-UMPNC UNION DUES
$69.72/month or $836.64/year

Nurses at UM Health are covered by a collective bargaining agreement between U-M and the University of Michigan Professional Nurse Council. For more information or questions regarding union membership, please visit: www.mna-umpnc.org.

ORIENTATION

We begin with a general Central Nurse Orientation program, followed by specialized classes for the following areas: Adult Medical Surgical, Adult Critical Care, Pediatric Critical Care, and General Critical Care.

The intensive care units and step-down units combine their individualized orientations with a comprehensive centralized Critical Care Orientation program. Our unit- based orientation is a preceptor experience that focuses on the unique needs of each staff member.

TRANSITION TO PRACTICE PROGRAM

We are proud to offer the Transition to Practice Program for all new RN/GN hires and RN transfers. Our program is active learning for nurses, to promote patient safety and nurse engagement by supporting nurses during the critical transition into their new role and/or practice setting within University of Michigan Health. Program available include:

- New Graduate Nurse Residency
- Experienced New Hire Nurse Fellowship

For more information visit: www.med.umich.edu/nursing-PDE/residency_fellowships

LICENSURE REQUIREMENTS

Upon employment, each RN applicant must have a license to practice in the State of Michigan. Graduate Nurses awaiting state board results and licensure will be able to practice as Graduate Nurses, with limitation guidelines, under the supervision of an RN.