



**University of Pikeville
Kentucky College of Osteopathic Medicine
Office of the Dean**

Faculty Privileges and Benefits

Policy Contact: Dean, Kentucky College of Osteopathic Medicine

Policy Category: Administration

Policy Number: 7.8 -1 (d)

Review: Annually

Purpose

University of Pikeville – Kentucky College of Osteopathic Medicine (KYCOM) has policies and procedures in place for faculty appointment, renewal of appointment, promotion, and remediation. The policies and procedures provide faculty members with written information about their term of appointment, responsibilities, lines of communication, privileges and benefits, performance evaluation and remediation, terms of dismissal and due process.

Privileges and Benefits

All regular employees scheduled to work thirty (30) hours or more each week are eligible to participate in the University of Pikeville (UPIKE) Benefit Package. Employees who elect coverage for themselves are eligible to elect coverage for their eligible spouse and dependents.

University of Pikeville offers two medical plan options for employees, spouses, and children up to the age 26. Additionally, UPIKE offers Teledoc virtual medical care at no cost to all employees. UPIKE also offers dental and vision benefits to employees, spouses and dependents. To help offset out of pocket medical expenses, UPIKE offers flexible spending and health savings account options.

All regular employees of UPIKE are provided basic life and AD&D insurance in the amount of one-time their basic annual earnings up to a maximum of \$500,000. Employees are also provided the opportunity to purchase supplemental life and AD&D insurance for themselves, their spouse, and dependents. Additionally, all eligible faculty members are provided short term disability insurance in the amount of 60% weekly earnings, up to \$1000.

The administration of KYCOM is committed to providing opportunities for continued learning and collaborative practices for its faculty members. Therefore, \$3000 per year is available for each KYCOM faculty member to use for approved professional development opportunities. In addition, KYCOM encourages its faculty to become active in professional organizations by providing paid membership to one organization. KYCOM faculty also have the ability to apply for up to \$10,000 internal funding for research projects.

General Disclaimer:

The information available is not to be treated as a contract, but rather a unilateral statement of policy. The university reserves the right to revoke, modify or suspend any of its policies and procedures at any time without notice.



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Other benefits provided to KYCOM faculty members are as follows:

- University owned and provided computer and iPad Pro
- Free admission to all UPIKE home athletic events
- Access to the university fitness center
- Free lunch provided by University of Pikeville Cafeteria

Dean

April 24, 2025

Last Approved Date

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