

POSITION BENEFITS ELIGIBILITY GUIDE: FACULTY, ADMINISTRATORS, CLASSIFIED STAFF POSITIONS

The below charts provide information regarding general benefits eligibility based on type of position, assignment category, and length of appointment.

The following is a general guide and is for informational purposes only. In any cases of a discrepancy between this guide and university policy or an insurance company plan document, university policy and insurance company plan documents rule.

For additional details contact the Human Resources Department 740.593.1636

The below information does not account for individuals who may qualify for benefits due to the Patient Protection and Affordable Care Act (ACA). For additional details regarding these individuals or the ACA contact the Human Resources Department at 740.593.1636.

AFSCME and FOP union positions and benefits are defined by their bargaining agreements. For details regarding AFSCME and FOP positions, please contact HR at 740.593.1639.

FACULTY POSITIONS:

Type of Employee	Assignment Category	Appointment Length	FTE Level	Benefits Eligible For	Benefits Rate Charged to Department?
Faculty Group I, II, IV	Full Time Regular	As defined by Faculty Handbook	Any	Full Benefits	Yes
Faculty Group I, II, IV	Part Time Regular	Fac Handbook	Any	Full Benefits	Yes
Faculty Group I, II, IV	Full Time Term	Fac Handbook	Any	Full Benefits	Yes
Faculty Group I, II, IV	Part Time Term	Fac Handbook	Any	Full Benefits	Yes
Faculty Early Retiree	Part Time Term	Semesterly	Normally .33	Sick Leave, Life Insurance, and other as defined by Faculty Handbook	No
Faculty Group III	Temporary Employee	Semesterly	Any	Sick Leave Only	No

* See faculty handbook for definitions of Group I, II, III, IV faculty and early retiree faculty

*This chart does not include ACA Qualifiers

ADMINISTRATORS (INCLUDING “ADMIN HOURLY”) And CLASSIFIED NBU

Type of Employee	Assignment Category*	Appointment Length	FTE Level	Benefits Program Level Assigned	Benefits Rate Charged to Department?
Administrator, Admin Hourly, Classified	Full Time Regular	>120 Days	1.0	Full Benefits**	Yes
	Part Time Regular	>120 Days	>=0.75	Full Benefits**	Yes
	Part Time Regular	>120 Days	<0.75	Sick, Vacation, Holidays, other PTO as defined by policy	No
	Full Time Term	>120 Days, but less than 3 years	1.0	Full Benefits**	Yes
	Part Time Term	>120 Days, but less than 3 years	>=0.75	Full Benefits**	Yes
	Part Time Term	>120 Days, but less than 3 years	<0.75	Sick, Vacation, Holidays, other PTO as defined by policy	No
	Intermittent	Any (Less than 1,000 per year)	Any	Sick Leave Only	No
	Temporary	<120 Days	Any	Sick Leave Only	No

* Assignment Categories are defined in policy 40.106

**Full Benefits indicates the position is eligible for the full slate of university provided and legally required benefits, including but not limited to the following. Additional benefits may be available depending on the employment type (Faculty, Administrator, Classified, etc.).

Health insurance (medical, rx)
 Vision insurance
 Dental insurance
 Dental and Orthodontia insurance
 Basic Life Insurance
 Supplemental Life Insurance
 Dependent Life Insurance
 Disability Insurance
 Flexible Spending Accounts
 Employee Assistance Program
 Family and Medical Leave (FMLA)

Retirement STRS/OPERS/ARP
 Retirement Voluntary 403B
 Retirement Voluntary 457
 Educational Benefits
 Sick Leave
 Vacation
 Holidays (paid)
 Winter Break Closure
 Personal leave
 Medical leave