

WHO'S ELIGIBLE FOR BENEFITS

Eligibility is based on your employment group.

Overview

For Full-time Staff, Part-time Staff, Special Project Staff, and Full-time Faculty.

Benefit	Full-time Staff	Part-time Staff (less than 30 hours per week)	Special Project Staff (with benefits)	Full-time Faculty
Medical and Prescription Drug	Yes	No	Yes	Yes
Dental	Yes	No	Yes	Yes
Vision	Yes	No	Yes	Yes
Defined Contribution Retirement Plan (DCP)	Yes, if hired (or rehired) on or after January 1, 2007	No	Yes, if hired (or rehired) on or after January 1, 2007	Yes
Pension Plan	Yes, if hired before January 1, 2007	No	Yes, if hired before January 1, 2007	No

Retirement Savings Plan (RSP)	Yes, if hired before January 1, 2007	No	Yes, if hired before January 1, 2007	No
Tax-Deferred Savings Program (TSP)	No	Yes	No	No
Health Savings Account (HSA)	Yes	No	Yes	Yes
Flexible Spending Accounts (FSAs)	Yes	No	Yes	Yes
Core Life and AD&D Insurance	Yes	No	Yes	Yes
Additional Life and AD&D Insurance	Yes	No	Yes	Yes
Paid Medical Leave (PML)	Yes	No	Yes	Yes
Paid Parental Leave (after 12 months of eligible service)	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied
Paid Caregiver Leave (after 12 months of eligible service)	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied
Long Term Paid Medical Leave	Yes	No	Yes	Yes
Paid Time Off (PTO)	Yes	Yes	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Tuition Exchange Program	Yes	No	No	Yes
Tuition Remission Program	Yes	Yes	Yes	Yes
Art Mart 4 U	Yes	Yes	Yes	Yes

WHO'S ELIGIBLE FOR BENEFITS

Overview

For Full-time Visiting Artists, Adjunct Faculty, Lecturer, and Fellows.

Benefit	Full-time Visiting Artists	Adjunct Faculty (minimum 6 credit hours per contract year)	Lecturer (Faculty)	Fellows
Medical and Prescription Drug	Yes	Yes	No	Yes
Dental	Yes	Yes	No	Yes
Vision	Yes	Yes	No	Yes
Defined Contribution Retirement Plan (DCP)	No	Yes	No	No
Pension Plan	No	No	No	No
Retirement Savings Plan (RSP)	No	No	No	No
Tax-Deferred Savings Program (TSP)	Yes	No	Yes	Yes
Health Savings Account (HSA)	Yes	Yes	No	Yes
Flexible Spending Accounts (FSAs)	Yes	Yes	No	Yes
Core Life and AD&D Insurance	Yes	Yes	No	Yes*

Additional Life and AD&D Insurance	Yes	Yes	No	No
Paid Medical Leave (PML)	No	Yes	No	No
Paid Parental Leave (after 12 months of eligible service)	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied	No	No
Paid Caregiver Leave (after 12 months of eligible service)	Yes, if FMLA eligibility is satisfied	Yes, if FMLA eligibility is satisfied	No	No
Long Term Paid Medical Leave	No	Yes	No	No
Paid Time Off (PTO)	No	No	No	Yes
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Tuition Exchange Program	No	Yes	No	No
Tuition Remission Program	Yes	Yes	Yes	Yes
Art Mart 4 U	Yes	Yes	Yes	Yes

* After one year of employment

Note: Eligibility can vary further by other factors. If a discrepancy exists between this communication and the official plan documents, the plan documents will govern.



Would you like to know more about our **Paid Time Off** offerings? Click [here](#) for details.