



ADJUNCT FACULTY AND SALARIED TEMPORARY FACULTY

Eligibility

- Appointment of at least 75% Effort which is equivalent to 9 credit hours or more for Adjunct Faculty during Fall and Spring semesters and 4.2 credit hours during summer session
- Employee must enroll in both a medical and dental plan
- Coverage is available for qualified dependents of the employee including a spouse, child(ren), civil union partner, child(ren) of civil union partners or common-law spouse

Effective Date of Coverage

- 1st of the month following a 60 day waiting period which starts on the date of hire
- For rehires with a break in service of less than 26 weeks coverage will be effective on the 1st of the month following the rehire date.
- For rehires with a break in service of more than 26 weeks the 60 day waiting period applies

Termination of Coverage

- The end of the month in which the job assignment ends
- The end of the month in which the appointment percentage drops below 75%
- For other provision please see General Information in the 2020 Benefits Guide

Cost

- Please see the 2023 Rate Sheet posted on the Temporary Faculty Benefits webpage
- All premiums are deducted on a post-tax basis
- Premiums will be deducted monthly

Enrollment

- An Anthem Enrollment/Change Form or a Declination of Converge Form must be submitted to the Human Resources Office no later than the effective coverage date or within 31 days of the date of hire/rehire whichever is later.
- During the annual open enrollment period if qualified
- Upon verification of a qualifying event as outlined in the General Information section of the 2020 Benefits Book if eligibility requirements are met. Paperwork must be submitted within 31 days of the qualifying event date