

UNIVERSITY OF NORTH ALABAMA BENEFITS ELIGIBILITY CHART

Benefits	Employee Status Classification									
	Full-Time Faculty, 9 or 12 months <small>(A)</small>	Full-Time Regular Staff and 12-month Non-Teaching Faculty <small>(B)</small>	Three-Quarters' Time Faculty <small>(C)</small>	Three-Quarters' Time Regular Staff <small>(C)</small>	Half-Time Faculty <small>(D)</small>	Half-Time Regular Staff <small>(E)</small>	Part-Time Regular Staff <small>(F)</small>	Full-Time Temporary Staff* <small>(G)</small>	Part-Time Temporary Staff** <small>(H)</small>	Adjunct Faculty*** <small>(I)</small>
Medical Insurance (including vision)	●	●	●	●	●	●		●		
Dental Insurance	●	●	●	●	●	●		●		
Basic Life and AD&D	●	●	●	●						
Long Term Disability	●	●	●	●						
Annual Leave		●		●		●				
Sick Leave	●	●	●	●	●	●				
Paid Holidays	●	●	●	●		●		●		
Tuition Remission, Employee	●	●	●	●	●	●	●	●	●	●
Tuition Remission, Spouse	●	●	●	●						
Tuition Remission, Child	●	●	●	●						
Teacher's Retirement System	●	●	●	●	●	●		●		
TIAA-CREF (403b Plan)	●	●	●	●						
RSA 1 (457 Plan)	●	●	●	●						
Optional Life Insurance	●	●	●	●						
Cafeteria Plan Participation	●	●	●	●						
Discount Athletic Tickets	●	●								
Supplemental Benefits (Supplemental Vision, Cancer & Intensive Care, Accident, Hospital, Short Term Disability)	●	●	●	●						

* Full-time temporary staff employees are entitled to individual medical coverage only with a contract over 60 days duration; employees in this classification must also participate in the Teacher's Retirement System after one year of employment. Employees in this classification are also eligible for paid holidays that fall during their regular work period.

** Part-time temporary staff employees who work twenty hours per week or more are not eligible to participate in the Teacher's Retirement System until after one year of employment. Participation is then mandatory.

*** If already a member of TRS, employee MUST contribute, regardless of hours worked or status.

Definitions

A	Full-Time (FT) Regular Faculty, 9 or 12 month	A faculty member who carries a full time course load (tenure-track or non-tenure track).
B	Full-Time (FT) Regular Staff and 12 month Non-Teaching Faculty	An employee who has an indefinite appointment and works 40 hours per week for generally 12 months per year (2080 hours).
C	Three-Quarters' Time (¾T) Faculty	A faculty member who has an appointment that is equal to 75% the teaching load of regular (tenure-track or non-tenure track) faculty positions.
C	Three-Quarters' Time (¾T) Regular Employee	An employee who has an indefinite appointment and works 30 to 39 hours per week.
D	Half-Time (HT) Regular Faculty	A faculty member who has an appointment that is equal to 50% the teaching load of regular (tenure-track or non-tenure track) faculty positions.
E	Half-Time (HT) Regular Staff	An employee who has an indefinite appointment and works 20 to 29 hours per week.
F	Part-Time (PT) Regular Staff	An employee who has an indefinite appointment and works 19 hours or less per week.
G	Full-Time (FT) Temporary Staff	An employee who is employed for a specific period of time or for the duration of a project or activity. The employee does not have an indefinite appointment and works 40 hours per week.
H	Part-Time (PT) Temporary Staff	An employee who works an irregular schedule or varied hours for a specified period and does not meet the requirements established for a temporary full-time employee.
I	Adjunct Faculty	An appointment for a part-time faculty position specifying both the part-time workload and the period of time - normally one term - with the appointment terminating automatically at the end of the period specified.