

## Full-Time Faculty Benefit Chart

### New Full-Time Faculty Appointments:

Duration of Teaching Assignment	Benefits Start	Benefits End	If New Appointment is Submitted by the College	What's Next
Spring Semester Term Appointment (One semester)	Date of Hire (1/1) for medical; dental and vision (2/1) first of the month following date of hire	Last day of benefits is 5/31	If new full time term appointment is extended for fall, benefits will continue for June and July	COBRA will be offered effective 6/1, if applicable
Fall Semester Term Appointment (One semester)	Date of hire (8/1) for medical; dental and vision (9/1) first of the month following date of hire	Last day of benefits is 12/31	If new full time term appoint is extended into Spring semester, benefits will continue	COBRA will be offered effective 1/1, if applicable
Fall and Spring Term Appointment	Date of hire (8/1) for medical; dental and vision (9/1) first of the month following date of hire	Last day of benefits is 5/31	If new full time term appointment is extended, benefits will continue for June and July	COBRA will be offered effective 6/1, if applicable
Spring and Fall Term Appointment	Date of hire (1/1) for medical; dental and vision (2/1) first of the month following date of hire	Last day of benefits is 12/31	If new full time term appoint is extended into Spring semester, benefits will continue	COBRA will be offered effective 1/1, if applicable
Multi-Year Term Appointment	Date of hire, either 8/1 for Fall or 1/1 for Spring for medical; dental and vision first of the month following date of hire.	Last day of benefits ends 5/31 or 12/31	If new full time term appointment is extended, benefits will continue	COBRA will be offered effective 6/1 or 1/1, if applicable
Tenured Track Faculty	Date of hire, either 8/1 for Fall or 1/1 for Spring for medical; dental and vision first of the month following date of hire.	Upon termination of employment; last day of month of termination date either 5/31 or 12/31	N/A	COBRA will be offered effective 6/1 or 1/1, if applicable
Term Appointment to Tenure Track	Date of hire, either 8/1 for Fall or 1/1 for Spring for medical; dental and vision first of the month following date of hire.	Upon termination of employment; last day of month of termination date either 5/31 or 12/31	Benefits Continue	COBRA will be offered effective 6/1 or 1/1, if applicable

### Job Change

Duration of Teaching Assignment	Benefits Start	Benefits End	If New Appointment is Submitted by the College	What's Next
Moving from Full-Time to Adjunct in Spring	Date of Job Change (8/1) for medical; dental and vision (9/1) first of the month following date of hire	Last day of benefits is 12/31	N/A	COBRA will be offered effective 1/1
Moving from Full-Time to Adjunct in Fall	Date of Job Change (1/1) for medical; dental and vision (2/1) first of the month following date of hire	Last day of benefits is 5/31	N/A	COBRA will be offered effective 6/1

### Job Change for Fellows

Moving from Full-Time Fellow to Full-Time Faculty in Fall (new Faculty appointment should state (8/1) *	Only medical, dental, vision and EAP will continue for June and July	All other benefits will end 5/31	N/A	N/A
---	--	----------------------------------	-----	-----

\* If no new appointment offered to Fellow, benefits will end 5/31 and COBRA will be offered 6/1