OM 8.2.2 Fringe Benefits for Part-Time, Adjunct, Visiting, and Research Faculty and Research Associates

Policy Purpose

The purpose of this policy is to identify categories of employment and define the terms benefits and conditions of each.

Policy Summary

This policy applies to Faculty and research funded positions.

Policy Statement

To ensure faculty members' and research funded positions hours and benefits are defined.

Part-Time Faculty

Part-time faculty with one of the faculty ranks and titles listed in Section 5.1 who (a) have at least a three month appointment and (b) have a minimum teaching load of two courses per semester are eligible for statutory benefits required by New York State and Federal Law and fringe benefits as outlined below. Section 4.2.2, "Salary Continuance – Faculty," and Section 5.9.2, “Periods of Duty – Faculty,” describe the faculty sick leave and vacation policies, also apply.

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Employee Hours Worked</th>
<th>Employees Included</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Part Time Faculty Continuing Appointment</td>
<td>Teaches 2 or more classes. Each 3 credit course taught equates to 9hrs of work each week.</td>
<td>• Professor • Associate Professor • Assistant Professor • Instructor • Lecturer • Research Faculty • Clinical</td>
<td>• Medical • Dental • Vision • Mandatory Pension • Voluntary Pension (dependent on hours worked - &gt;1000/year) • Voluntary Life • Voluntary AD&amp;D</td>
</tr>
</tbody>
</table>

Full-Time Adjunct and Visiting Faculty

Faculty members who have a full-time “Adjunct” or “Visiting” appointment as these are defined in Section 5.1 are eligible for benefits required by New York State and Federal Law and fringe benefits as outlined below. Section 4.2.2, “Salary Continuance – Faculty,” and Section 5.9.2, “Periods of Duty – Faculty,” describe the faculty sick leave and vacation policies, also apply.

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Employee Hours Worked</th>
<th>Employees Included</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Full-Time Research Faculty

Faculty members who have a full-time “Research” appointment as this is defined in Section 5.1 are eligible for all of the fringe benefits listed in Section 8.1 that are available to faculty, including group disability and retirement. Section 4.2.2, “Salary Continuance – Faculty,” and Section 5.9.2, “Periods of Duty – Faculty,” describe the faculty sick leave and vacation policies also apply.

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Employees Included</th>
<th>Benefits</th>
</tr>
</thead>
</table>
| Regular Full Time Faculty Continuing Appointment (9 to 12 month appointment) | 30 or more hours per week | • Professor
• Associate Professor
• Assistant Professor
• Instructor
• Lecturer
• Research Faculty
• Clinical |
| | | • Health
• Dental
• Vision
• Mandate Pension
• Voluntary Pension
• Life/AD&D
• Voluntary Life/Voluntary AD&D
• LTD
• Employee, Spouse/Partner Tuition Program |

Research Associates

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Employee Hours Worked</th>
<th>Employees Included</th>
<th>Benefits</th>
</tr>
</thead>
</table>
| Full Time 12 mos. Contract | 30 hrs. or more who are on contract equal to or greater than 12 mos. | Researchers – Grant Funded | • Health
• Dental
• Vision
• Mandatory Pension
• Voluntary Pension
• Voluntary Life/Voluntary AD&D
• Employee, Spouse/Partner Tuition Program (Must work 2 consecutive years)
• Special Personal Days • Statutory (State Disability and FICA) |
| Contract Part Time | At least 20 hours a week but less than 30 hours who are on contract equal to or greater than 12 mos. | Researchers – Grant Funded | • Mandatory Pension
• Voluntary Pension
• Prorated Special Personal Days |