

**Wright State University
Benefits Eligibility Chart**

Benefit Programs	75% - 100% FTE				51% - 74% FTE			Less than 51% FTE			Other			Reference Website	
	Staff	Non-Bargaining Faculty	STEM School Faculty	AAUP Faculty	Staff	Non-Bargaining Faculty	AAUP Faculty	Staff	Non-Bargaining Faculty	AAUP Faculty	Adjunct	Student Employees	Graduate Assistantships		
Adoption Assistance	●	●	●	●				●	●	●		●	●	●	http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/adoption-assistance-plan
Cobra	●	●	●	●	●	●	●	●	●	●		●	●	●	http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/cobra
Dental	●	●	●	●	●	●									http://www.wright.edu/human-resources/benefits/healthcare/dental
Disability - Long-Term (LTD)	●	●	●	●											http://www.wright.edu/human-resources/benefits/long-term-disability
Disability - Short-Term (STD)	●	●	●	●											http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/short-term-disability
Faculty & Staff Assistance Program	●	●	●	●	●	●	●	●	●	●		●			http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/faculty-and-staff-assistance-program
Fee Remission	●	●	●	●								●			http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/tuition-remission
Flexible Spending Accounts (FSA) Health & Dependent Care	●	●	●	●	●	●	●								http://www.wright.edu/human-resources/benefits/healthcare/flexible-spending-account
Healthcare AAUP Bundled Medical, Dental & Vision				●			●								http://www.wright.edu/human-resources/benefits/medical-and-pharmacy http://www.wright.edu/human-resources/benefits/dental-bargaining-unit-faculty http://www.wright.edu/human-resources/benefits/vision-bargaining-unit-faculty
Holidays	●	●	●	●	●	●	●	●	●	●					https://www.wright.edu/wrightway/4204
Health Savings Account (HSA)	●	●	●	●	●	●	●								http://www.wright.edu/human-resources/benefits/healthcare/health-savings-account
Jury Duty	●	●	●	●	●	●	●	●	●	●	●				https://www.wright.edu/human-resources/policies-and-resources/classified-employees-handbook/leaves-of-absence
Leave - Family & Medical Leave Act (FMLA)	●	●	●	●	●	●	●	●	●	●					https://www.wright.edu/human-resources/policies-and-resources/classified-employees-handbook/leaves-of-absence
Leave per AAUP Faculty Contract Child Care Leave, Professional Development Leave, Biological Mother & Father Leave, Foster Parents Leave, Partial Unpaid Leave, Educational Leave				●			●			●					http://www.wright.edu/administration/aaup/2014-2017-NTE-CBA.pdf
Leave - Parental Leave	●	●	●												https://www.wright.edu/human-resources/benefits/leave-programs/parental-leave
Leave - Winter	●	●	●	●	●	●	●	●	●	●					http://www.wright.edu/human-resources/benefits/leave-programs/winter-leave-and-break
Life and Accidental Death & Dismemberment Insurance	●	●	●	●	●	●	●								http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/life-insurance
Life Insurance-Supplemental	●	●	●	●	●	●	●								http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/life-insurance#tab=term-life
Long Term Care Insurance	●	●	●	●	●	●	●								http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/short-term-disability
Medical Staff & Non-Bargaining Unit Faculty	●	●	●		●	●									http://www.wright.edu/human-resources/benefits/healthcare/medical-and-pharmacy
Medical Affordable Care Act - Federal Mandate								●	●	●	●	●	●		http://www.wright.edu/human-resources/benefits/aca-medical-coverage
Retirement - ARP	●	●	●	●											http://www.wright.edu/human-resources/benefits/retirement/alternative-retirement-plan-arp
Retirement - OPERS	●	●	●	●	●	●	●	●	●	●		●	●		http://www.wright.edu/human-resources/benefits/retirement/ohio-public-employees-retirement-system-opers
Retirement - STRS	●	●	●	●	●	●	●	●	●	●	●				http://www.wright.edu/human-resources/benefits/retirement/state-teachers-retirement-plan-strs
Sick Leave	●	●	●	●	●	●	●	●	●	●					https://www.wright.edu/wrightway/4202
Supplemental Retirement 405(b) & 457(b)	●	●	●	●	●	●	●	●	●	●	●				http://www.wright.edu/human-resources/benefits/retirement/supplemental-retirement-plans
Vacation	●	●	●	●	●	●	●	●	●	●					https://www.wright.edu/wrightway/4201
Vision	●	●	●		●	●									http://www.wright.edu/human-resources/benefits/healthcare/vision
Wellness Program - livingWell	●	●	●	●	●	●	●								https://www.wright.edu/employee-wellness

- Offered High Deductible Health Plan (HDHP) under Affordable Care Act if full-time eligibility is met.
- Only applicable to faculty in the School of Medicine and School of Professional Psychology.
- Prorated if appointed is less than 100% FTE.
- Employees whose positions are externally funded or special contract, check with your Dean, Director or VP regarding eligibility.
- Only applicable to Fiscal faculty, Academic faculty not eligible.
- Eligible to opt out of OPERS within the first month of employment.
- **Special-contract fiscal faculty** and **special-contract unclassified staff** may accrue vacation. However, vacation is for use only and will not be paid on separation or change of contract.
- Eligible for fitness center waiver (only).