

**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	●	●	●	●										<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/adoption-assistance-plan">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/adoption-assistance-plan</a>
Cobra	●	●	●	●	●	●	●	●	●	●	●	●	●	<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/cobra">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/cobra</a>
Dental	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/healthcare/dental">http://www.wright.edu/human-resources/benefits/healthcare/dental</a>
Disability - Long-Term (LTD)	●	●	●	●										<a href="http://www.wright.edu/human-resources/benefits/long-term-disability">http://www.wright.edu/human-resources/benefits/long-term-disability</a>
Disability - Short-Term (STD)	●	●	●	●										<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/short-term-disability">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/short-term-disability</a>
Faculty & Staff Assistance Program	●	●	●	●	●	●	●	●	●	●	●			<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/faculty-and-staff-assistance-program">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/faculty-and-staff-assistance-program</a>
Fee Remission	●	●	●	●							●			<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/tuition-remission">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/tuition-remission</a>
Flexible Spending Accounts (FSA) <i>Health &amp; Dependent Care</i>	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/healthcare/flexible-spending-account">http://www.wright.edu/human-resources/benefits/healthcare/flexible-spending-account</a>
Holidays	●	●	●	●	●	●	●	●	●	●				<a href="https://www.wright.edu/wrightway/4204">https://www.wright.edu/wrightway/4204</a>
Health Savings Account (HSA)	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/healthcare/health-savings-account">http://www.wright.edu/human-resources/benefits/healthcare/health-savings-account</a>
Jury Duty	●	●	●	●	●	●	●	●	●	●	●			<a href="https://www.wright.edu/human-resources/policies-and-resources/classified-employees-handbook/leaves-of-absence">https://www.wright.edu/human-resources/policies-and-resources/classified-employees-handbook/leaves-of-absence</a>
Leave - Family & Medical Leave Act (FMLA)	●	●	●	●	●	●	●	●	●	●				<a href="https://www.wright.edu/human-resources/policies-and-resources/classified-employees-handbook/leaves-of-absence">https://www.wright.edu/human-resources/policies-and-resources/classified-employees-handbook/leaves-of-absence</a>
Leave per AAUP Faculty Contract <i>Child Care Leave, Professional Development Leave, Biological Mother &amp; Father Leave, Foster Parents Leave, Partial Unpaid Leave, Educational Leave</i>				●			●			●				<a href="http://www.wright.edu/administration/aaup/2014-2017-NTE-CBA.pdf">http://www.wright.edu/administration/aaup/2014-2017-NTE-CBA.pdf</a>
Leave - Parental Leave	●	●	●											<a href="https://www.wright.edu/human-resources/benefits/leave-programs/parental-leave">https://www.wright.edu/human-resources/benefits/leave-programs/parental-leave</a>
Leave - Winter	●	●	●	●	●	●	●	●	●	●	●	●	●	<a href="http://www.wright.edu/human-resources/benefits/leave-programs/winter-leave-and-break">http://www.wright.edu/human-resources/benefits/leave-programs/winter-leave-and-break</a>
Life and Accidental Death & Dismemberment Insurance	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/life-insurance">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/life-insurance</a>
Life Insurance-Supplemental	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/life-insurance#tab=term-life">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/life-insurance#tab=term-life</a>
Long Term Care Insurance	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/short-term-disability">http://www.wright.edu/human-resources/benefits/additional-miscellaneous-benefits/short-term-disability</a>
Medical	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/healthcare/medical-and-pharmacy">http://www.wright.edu/human-resources/benefits/healthcare/medical-and-pharmacy</a>
Medical <i>Affordable Care Act - Federal Mandate</i>								●	●	●	●	●	●	<a href="http://www.wright.edu/human-resources/benefits/aca-medical-coverage">http://www.wright.edu/human-resources/benefits/aca-medical-coverage</a>
Retirement - ARP	●	●	●	●										<a href="http://www.wright.edu/human-resources/benefits/retirement/alternative-retirement-plan-arp">http://www.wright.edu/human-resources/benefits/retirement/alternative-retirement-plan-arp</a>
Retirement - OPERS	●				●			●				●	●	<a href="http://www.wright.edu/human-resources/benefits/retirement/ohio-public-employees-retirement-system-opers">http://www.wright.edu/human-resources/benefits/retirement/ohio-public-employees-retirement-system-opers</a>
Retirement - STRS	●	●	●	●		●	●		●	●	●			<a href="http://www.wright.edu/human-resources/benefits/retirement/state-teachers-retirement-plan-strs">http://www.wright.edu/human-resources/benefits/retirement/state-teachers-retirement-plan-strs</a>
Sick Leave	●	●	●	●	●	●	●	●	●	●				<a href="https://www.wright.edu/wrightway/4202">https://www.wright.edu/wrightway/4202</a>
Supplemental Retirement <i>403(b) &amp; 457(b)</i>	●	●	●	●	●	●	●	●	●	●	●			<a href="http://www.wright.edu/human-resources/benefits/retirement/supplemental-retirement-plans">http://www.wright.edu/human-resources/benefits/retirement/supplemental-retirement-plans</a>
Vacation	●	●	●	●	●	●	●							<a href="https://www.wright.edu/wrightway/4201">https://www.wright.edu/wrightway/4201</a>
Vision	●	●	●	●	●	●	●							<a href="http://www.wright.edu/human-resources/benefits/healthcare/vision">http://www.wright.edu/human-resources/benefits/healthcare/vision</a>

- Offered High Deductible Health Plan (HDHP) under Affordable Care Act if full-time eligibility is met.
- Only applies 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.