



Faculty Benefits Eligibility Matrix

Benefits	Employee Class Codes (ECLS)												
	I1	I2	I3	I4	I8	I9	IR	J1	J2	J3	J4	J8	JD
Medical Plan	●	●	●		●	●	●	●	●	●		●	●
Dental Plan	●	●	●		●	●	●	●	●	●		●	●
Vision Plan	●	●	●		●	●	●	●	●	●		●	●
Flexible Spending Accounts	●	●	●		●	●	●	●	●	●		●	●
University Paid Group Term Life Insurance	●	●				●	●	●	●				●
University Paid AD&D Insurance	●	●				●	●	●	●				●
Voluntary Group Term Life Insurance	●	●			●	●	●	●	●			●	●
Voluntary AD&D Insurance	●	●	●		●	●	●	●	●	●		●	●
University Paid LTD Insurance	●	●				●	●	●	●				●
Teachers' Retirement System - 401(a)	●	●	● ⁽¹⁾	● ⁽¹⁾	● ⁽¹⁾	●	●	●	●	● ⁽¹⁾	● ⁽¹⁾	● ⁽¹⁾	●
Tax Deferred Plans - 403(b)	●	●	● ⁽²⁾	● ⁽²⁾	● ⁽²⁾	●	●	●	●	● ⁽²⁾	● ⁽²⁾	● ⁽²⁾	●
Deferred Compensation Plans - 457(b)	●	●	●	●	●	●	●	●	●	●	●	●	●
Long-Term Care Insurance	●	●	●		●	●	●	●	●	●		●	●
Employee Assistance Program	●	●	●		●	●	●	●	●	●		●	●
Tuition Grant Program	●	●	●		●	●	●	●	●	●		●	●
Annual Leave (vacation)								●	●	●		●	●
Sick Leave								●	●	●		●	●
Holiday & Administrative Leave	●	●	●		●	●	●	●	●	●		●	●

ECLS	Faculty Definition	ECLS	Faculty Definition
I1	Faculty Regular Full-Time 9/12 – Tenure/Tenure Track Only (includes Asst/Assoc Deans, Dept Heads, administrative appointments)	J1	Faculty Regular Full-Time 12/12 – Tenure/ Tenure Track Only (includes Dept Heads & other administrative appointments)
I2	Faculty Renewable Full-Time 9/12 – Non Tenure/Non Tenure Track (multi-year, contract, clinical & renewable appointments)	J2	Faculty Renewable Full-Time 12/12 – Non Tenure/Non Tenure Track (multi-year, contract, clinical & renewable appointments)
I3	Faculty Regular Part-Time & Renewable Part-Time 9/12 – Tenure/Tenure Track & Not TT (includes all tenure status types & clinical, multi-year, contract & renewable appointments)	J3	Faculty Regular Part-Time & Renewable Part-Time 12/12 – Tenure/Tenure Track & Not TT (includes all tenure status types & clinical, multi-year, contract & renewable appointments)
I4	Faculty Temporary Part Time 9/9 – Non Tenure/Non Tenure Track (temporary academic appointments, 1 or 2 semester appointments only, not renewable)	J4	Faculty Temporary Part-Time 12/12 – Non Tenure/Non Tenure Track (appointments are for one year or less & are not renewable)
I8	Faculty Temporary Full-Time 9/9 – Non Tenure/Non Tenure Track (temporary appointments, one academic semester/year only, not hired as renewable, e.g., full-time visiting faculty & full-time temp academic appt.)	J8	Faculty Temporary Full-Time 12/12 – Non Tenure/Non Tenure Track (appointments are for one year or less & are not renewable)
I9	Faculty Renewable Full-Time 9/9 – Non Tenure/Non Tenure Track (multi-year, contract, clinical & renewable appointees who choose to be paid 9 over 9 rather than 9 over 12)	JD	Deans, Assoc Deans, Asst Deans, Asst Provost, Assoc Provost 12/12 – Tenure/ Tenure Track & Clinical (includes clinical executive appointments)
IR	Faculty Regular Full-Time 9/9 – Tenure/Tenure Track Only (includes Asst/Assoc Deans, Dept Heads, & administrative appointments, for faculty who choose to be paid 9 over 9 rather than 9 over 12.)		

- (1) Participation is mandatory for appointments of one academic year or longer. Employees who currently participate in TRS under another employer will be required to contribute regardless of length of appointment or FTE.
- (2) Employee may participate in the plan, but is not eligible for the match.