

**ROCHESTER INSTITUTE OF TECHNOLOGY**  
**Benefits by Employee Work Classification**

Employee Work Classification	Regular Full-Time (FT)	Regular Part-Time (PT)	Adjunct
Staff	1,500 or more annual scheduled hours	Less than 1,500 annual scheduled hours	Employed for specific start and end date, not to exceed one semester. Can work in a subsequent semester, but cannot work more than 999 hours in a calendar year.
Faculty	100% load for full academic year	Less than 100% load for full academic year OR 100% (or less) load for less than full academic year	
Benefit	Full-time (FT) <sup>(1)</sup>	Part-time (PT) <sup>(2)</sup>	Adjunct Faculty/Staff <sup>(3)</sup>
<a href="#">Medical</a>	Yes	Yes, higher employee contribution than FT	Yes, higher employee contribution than PT
<a href="#">Vision</a>	Yes	Yes	Yes
<a href="#">Dental</a>	Yes	Yes, higher employee contribution than FT	Yes, higher employee contribution than PT
<a href="#">Beneflex</a>	Yes	Yes, if scheduled to work 9 months or more	No
<a href="#">Retirement Savings Plan (employee contribution)</a>	Yes	Yes	Yes
<a href="#">Retirement Savings Plan (RIT Match after 1 yr svc)</a>	Yes	Yes	No
<a href="#">Basic Life</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Supp Life</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Dependent Life</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Basic AD&amp;D</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Supp AD&amp;D</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Dependent AD&amp;D</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Sick Leave</a>	Yes	Yes	Yes, legally-required only
<a href="#">Workers Compensation</a>	Yes	Yes	Yes, legally-required only
<a href="#">Short-Term Disability</a>	Yes	Yes	Yes, legally-required only
<a href="#">Basic Long Term Disability</a>	Yes	No	No
<a href="#">Supp Long Term Disability</a>	Yes	No	No
<a href="#">Legal Services Plan</a>	Yes	Yes	No
<a href="#">Identity Theft Protection</a>	Yes	Yes	No
<a href="#">Tuition Waiver</a>	Yes	Yes, benefit different than FT	Yes, benefit different than PT
<a href="#">Tuition Assistance</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Tuition Exchange</a>	Yes	Yes, for eligible PT employees	No
<a href="#">Tuition Scholarship</a>	Yes	Yes, for eligible PT employees	No
<a href="#">Holiday</a>	Yes	Yes	No
<a href="#">Vacation <sup>(4)</sup></a>	Yes	Yes	No
<a href="#">Adoption Assistance</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">Home Owner Partnership</a>	Yes	Yes, if annual scheduled hours >= 750	No
<a href="#">EAP</a>	Yes	Yes	No
<a href="#">Severance (most staff positions) <sup>(5)</sup></a>	Yes	Yes	No
<a href="#">Mercer Voluntary Benefits</a>	Yes	Yes	No
<a href="#">NYS College Savings</a>	Yes	Yes	No
<a href="#">Pet Insurance</a>	Yes	Yes	No
<a href="#">RARES Discounts</a>	Yes	Yes	No
<a href="#">U.S. Savings Bonds</a>	Yes	Yes	No

<sup>(1)</sup> Regular full-time employees include employees on Retirement Transition.

<sup>(2)</sup> Regular employees scheduled to work 9 months or more are eligible for benefits year-round; regular employees scheduled to work for less than 9 months per year are eligible for benefits when working.

<sup>(3)</sup> Adjunct employees are eligible for benefits in semesters they work.

<sup>(4)</sup> Faculty on 12-month contracts earn vacation each fiscal year; faculty on less than 12-month contracts observe the break schedule established for the academic year.

<sup>(5)</sup> Eligible staff are those whose position does not have specified limited terms of employment (e.g., hired on a grant).