

Benefit Eligibility Chart

Benefit	Regular Employee				Adjuncts & ESL Instructors	Temporary Employee	Retiree	
	Full-Time Staff Employee	Full-Time Faculty Employee*	Part-Time Staff Employee	Part-Time Faculty			Working at MSU	Not Working at MSU
Athletic Tickets Discount	X	X	X	X			X	X
Dental Insurance	X	X						
Direct Deposit	X	X	X	X	X	X	X	
Disability Ins. (Short Term)	X	X						
Doctoral Tuition Assistance	X	X						
E-mail	X	X	X	X	X	X	X	X
FSA- Dependent Care & Health Spending	X	X						
Health Fair(s)	X	X	X	X	X	X	X	X
Health Savings Account (HSA)	X	X						
ID Card (Requires an M#)	X	X	X	X	X	If dept requires	X	X
Library Access	X	X	X	X	X	If have ID	X	X
Life Ins. (Basic & Supplemental)	X	X						
Medical Insurance	X	X						
MSU Federal Credit Union	X	X	X	X	X	X	X	X
Paid Holidays	X	X	Pro-rated	Pro-rated				
Parking Permit	20+ Years Free	20+ Years Free	20+ Years Free	20+ Years Free	X	X	Free	Free
Recreational Facilities	X	X	X	X	X		X	X
Retirement	X	X	If 100+ hr/mo	If 70% of FT			Pd by MSU	
Sick Leave Accrual	X	X	Pro-rated	Pro-rated				
Social Security** (if International contact payroll)	X	X	X	X	X	X	X	
Supplemental 403(b)	X	X	X	X	X	X	X	
Tuition Waivers for MSU Classes	X	X						
University Store Discount	X	X	X	X			X	X
Vacation Leave Accrual	X	12 month only	Pro-rated	Pro-rated 12 mo only				
Vision Insurance	X	X						
Voya Voluntary Products (Accident, Critical Illness, Hospital Indemnity)	X	X						
Wellness Center Access (Pays employee rate)	X	X	X	X	X		X	X
Wellness Programs	X	X	X	X	X	X	X	X
Workers Compensation	X	X	X	X	X	X	X	

*Includes One Year Late Hire Faculty