

BENEFITS ELIGIBILITY CHART (effective January 1, 2023)

This chart is intended to be a summary of eligibility for Ohio State's employee benefits. Refer to the applicable plan, program and/or policy online for additional information. In the event the information found on this Benefits Eligibility Chart differs from the plan, program or policy, the plan, program or policy will govern.

BENEFIT PROGRAM	75% -100% FTE REGULAR, TERM OR SEASONAL POSITION				50%-74% FTE REGULAR, TERM OR SEASONAL POSITION			
	Faculty, A&P, Sr. A&P, CCS and Post Doc Scholars ¹	Associated Faculty	Visiting Faculty	Clinical Instructor House Staff	Faculty, A&P, Sr. A&P, CCS and Post Doc Scholars ¹	Associated Faculty	Visiting Faculty	Clinical Instructor House Staff
Adoption Assistance/Surrogacy ⁴	•	•		•	•	•		•
Backup Care ⁴	•	•	•	•	•	•	•	•
Dental ⁴	•	•	•	•	•	•	•	•
Disability (STD, LTD and IDI)	•	•	•	•	•	•	•	•
Flexible Spending Accounts (FSA) ⁴	•	•	•	•	•	•	•	•
Life Insurance (GTLI and VGTLI)	•	•	•	•	•	•	•	•
Lifestyle Spending Account (LSA) ⁴	•	•	•	•	•	•	•	•
Medical (includes Prescription Drug, travel, EAP and YP4H programs)	•	•	•	•	•	•	•	•
Post-Retirement Benefits ²	•				•			
Retirement ARP	•	•	•	•				
Retirement OPERS (staff)	•				•			
Retirement STRS (faculty)	•	•	•	•	•	•	•	•
Sick Leave	•	•	•	•	•	•	•	•
Supplemental Retirement Accounts	•	•	•	•	•	•	•	•
Tuition Assistance: Dependents	•	•	•	•	•	•	•	•
Tuition Assistance: Employees	•	•	•	•				
Vacation ³	•	•			•	•		
Vision ⁴	•	•	•	•	•	•	•	•
Workers' Comp/Unemployment	•	•	•	•	•	•	•	•

BENEFIT PROGRAM	1%-49% FTE REGULAR, TERM OR SEASONAL POSITION; 75%-100% FTE TEMPORARY POSITION				74% FTE OR LESS TEMPORARY POSITION				INTERMITTENT POSITION (ANY FTE)
	Faculty, A&P, Sr. A&P, CCS and Post Doc Scholars ¹	Associated Faculty	Visiting Faculty	Clinical Instructor House Staff	Faculty, A&P, Sr. A&P, and CCS	Associated Faculty	Visiting Faculty	Clinical Instructor House Staff	
Medical (includes Prescription Drug, travel, EAP and YP4H programs)	•	•	•	•					
Retirement OPERS (staff)	•				•				•
Retirement STRS (faculty)	•	•	•	•	•	•	•	•	•
Retirement ARP ⁵									
Sick Leave	•	•	•	•	•		•	•	
Supplemental Retirement Accounts	•	•	•	•	•	•	•	•	•
Workers' Comp/Unemployment	•	•	•	•	•		•	•	

1 Faculty, Senior Unclassified Administrative and Professional Staff (Sr. A&P), Unclassified Administrative and Professional Staff (A&P), Classified Civil Service Staff (CCS) and Post Doctoral Scholars

2 Regular appointments only.

3 Faculty must have a 12-month appointment to be eligible.

4 Eligibility excludes pediatric faculty who also hold an appointment with Nationwide Children's Hospital.

5 Available to temporary appointments of 75% – 100% FTE, not for appointments less than 75% FTE.