

# HR NAVIGATOR

## PART-TIME FACULTY MEMBER BENEFITS

This document outlines benefits available to non-union and union part-time faculty.

### HEALTH INSURANCE

The university shall provide faculty members who work an average of thirty (30) hours or more per week with health insurance in accordance with the Affordable Care Act (ACA) along with other similarly situated employees. The university will apply a twelve (12) month look back period from November 1 of each year through October 31 of each year and will calculate each faculty member's hours of service during such look back period based on the total number of course credit hours taught during an academic term. Specifically, hours of service for faculty members will be determined by multiplying the total number of course credits taught in an academic quarter times three (3). The product shall be the number of hours of service per week that will be credited to a faculty member for that academic term. Faculty members shall be credited with hours of service for any employment break period of at least four weeks at a rate equal to the average weekly rate at which the faculty members was credited during the weeks in the look back period that are not part of the employment break period. If a faculty member teaches during the summer academic term, such faculty member shall be credited with hours of service for the summer academic term at the greater of (a) the average weekly rate at which the faculty member was credited during the weeks in the look back period that are not part of the summer academic term or (b) the hours of service provided during the summer academic term as determined by the methodology described above.

The university will contribute 50% toward the premium cost of both the individual and family coverage. Eligible faculty members shall be offered the [same plans options](#) as other similarly situated faculty and staff at the university.

### BASIC RETIREMENT PLAN

All faculty members are eligible to participate in the university's basic retirement plan on the same terms and conditions as other part-time employees in accordance with the terms of the basic retirement plan. Generally, faculty members are eligible to participate in the plan after completing two years of service in which they complete 1,000 or more hours of service per year. The university provides a contribution of 10% of eligible compensation to eligible faculty members who participate in the plan, provided the faculty member contributes 5% of eligible compensation.

### SUPPLEMENTAL RETIREMENT PLAN

All faculty members are eligible to participate in the supplemental retirement plan in accordance with the terms of the supplemental retirement plan. Faculty members are eligible

to participate in this plan upon his/her date of hire at the university. This plan allows faculty members to contribute pre-tax income toward his/her retirement.

#### TUITION BENEFITS FOR FACULTY MEMBERS, SPOUSES AND DEPENDENTS

After a faculty member has taught for six academic terms, a faculty member shall be eligible for a tuition benefit to cover one course per academic term (up to a maximum of four credit hours) in an academic term in which the faculty member has been assigned to teach. The faculty member's benefit may be transferred to a spouse or domestic partner. In the event a faculty member is unable to use the tuition benefit during the academic term in which he or she is teaching, the faculty member may use the benefit in the following academic term. The university also provides a scholarship to the dependent children of faculty members who are currently employed by the university and have at least ten years of service. The scholarship must be used during an academic term in which the faculty members is teaching at the university. The scholarship is one-fourth of the standard tuition charge for full-time students, and up to four credit hours per academic term for part-time students, in programs leading to a degree in any of the university's colleges or graduate schools, up to and including the master's degree.

#### BOOKSTORE DISCOUNTS

Faculty members are eligible for discounts on books and other merchandise at the Northeastern bookstore.

#### DISCOUNTED TICKETS FOR NORTHEASTERN AND BOSTON AREA EVENTS

Faculty members may purchase discounted tickets for Northeastern athletic events as well as local museums, theatre performances and other events in Boston.

#### RECREATION FACILITIES MEMBERSHIP

Faculty members may join the Marino Center, Squashbusters and the Cabot Center for \$480 a year. Faculty members may also purchase access to the Cabot Center on the following basis:

\$30.00 for September 1 through December 31

\$30.00 for January 1 through April 30

\$20.00 for May 1 through August 31

#### PARKING

Faculty members may purchase [parking permits](#) to park on the Boston Campus (excluding Belvedere).

#### CREDIT UNION

Faculty members may join at any time of the year for savings through payroll deduction.

#### LIBRARY

Faculty members have use of the Library and the use of research facilities consistent with university policies and practices.

#### DIRECT DEPOSIT

All faculty members are required to set up direct deposit.

**Northeastern University**  
*Human Resources Management*