

Faculty Enrollment Deadline Chart

Benefit	Enrollment Deadline	Effective Date*	Other Enrollment Opportunity
Medical	60-day enrollment window from date of benefits eligibility	Spring Semester Eligibility: Enrollment forms submitted by 2/28 will have an effective date of 3/1 Fall Semester Eligibility: Enrollment forms submitted by 9/30 will have an effective date of 10/1 Enrollment forms submitted on/or after earliest effective date will be effective first of the month following date of submission	90-day waiting period after initial 60-day window ends, Qualifying Event, or Open Enrollment
Dental	60-day enrollment window from date of benefits eligibility	Spring Semester Eligibility: Enrollment forms submitted by 2/28 will have an effective date of 3/1 Fall Semester Eligibility: Enrollment forms submitted by 9/30 will have an effective date of 10/1 Enrollment forms submitted on/or after earliest effective date will be effective first of the month following date of submission Note: Data transfer causes a delay in your information being available on the effective date	90-day waiting period after initial 60-day window ends, Qualifying Event, or Open Enrollment
FlexCash	60-day enrollment window from date of benefits eligibility	Enrollment document due 9 th day of the month prior to applicable effective date Spring Semester Eligibility: Earliest effective date 3/1 Fall Semester Eligibility: Earliest effective date 10/1	Qualifying Event or Open Enrollment
VSP Basic	Enrollment automatic	Spring Semester Eligibility: Effective date 3/1 Fall Semester Eligibility: Effective date 10/1 Note: Data transfer causes a delay in your information being available on the effective date	N/A
Voluntary VSP Premier	60-day enrollment window from date of benefits eligibility	Effective with the first VSP Premier plan deduction	Qualifying Event or Open Enrollment
Voluntary HCRA/DCRA	60-day enrollment window from date of benefits eligibility	Enrollment document due 9 th day of the month prior to applicable effective date Spring Semester Eligibility: Earliest effective date 3/1 Fall Semester Eligibility: Earliest effective date 10/1	Qualifying Event or Open Enrollment
Employer Paid Life/AD&D	Enrollment automatic	Spring Semester Eligibility: Effective date 3/1 Fall Semester Eligibility: Effective date 10/1 Note: Data transfer causes a delay in your information being available on the effective date	N/A
Employer Paid LTD	Enrollment automatic	Date of Eligibility Note: Data transfer causes a delay in your information being available on the effective date	N/A
Voluntary Life	For guaranteed issue: 60-day enrollment window from date of benefits eligibility	Refer to The Standard	Enrollment available year round After 60-day window ends medical history statement required
Voluntary AD&D	No deadline	Refer to The Standard	Enrollment available year round
Voluntary Critical Illness/Accident Insurance	60-day enrollment window from date of benefits eligibility	Refer to The Standard	Open Enrollment
403(b) - Fidelity	No deadline	Refer to Fidelity	Enrollment available year-round
457/401(k) - Savings Plus	No deadline	Refer to Savings Plus	Enrollment available year-round
Credit Unions	No deadline	Refer to appropriate credit union	Enrollment available year-round
Pet Insurance	No deadline	Refer to Nationwide	Enrollment available year-round
California Casualty Auto & Home Insurance	No deadline	Refer to California Casualty	Enrollment available year-round
ScholarShare 529 College Savings Plan	No deadline	Refer to ScholarShare	Enrollment available year-round
Employee Assistance Programs	Enrollment automatic	Date of hire	N/A

*When completed enrollment form and supporting documents submitted during enrollment window

