

5.5 Insurance Benefits

Benefits-eligible faculty employed in a position that requires service of at least 50% of full-time effort and whose contract or appointment period is anticipated to be at least a full academic year (or its equivalent period) are required to participate in all non-discretionary insurance programs (e.g., health insurance, disability insurance, dental insurance, life insurance and travel accident insurance), unless a specific exemption applies.

Research Faculty appointments are often affected by uncertain future funding conditions. If the Research Faculty appointment is for a period less than a full academic year (or its equivalent period), but the sponsoring department intends for the Research Faculty appointment to be of a continuing nature and has a reasonable expectation that future funding will be secured to provide continuous employment, the Research Faculty appointment is not considered to be temporary and may be Benefits-eligible. Even though a series of Research Faculty appointments may be linked to create at least an academic year equivalent for benefits eligibility purposes, the assignments must meet the 50% of full time effort requirement in order to retain benefits eligibility.

If a Research Faculty member's assignment or assignments falls below the 50% threshold, the Research Faculty member's benefits eligibility will end.

Exemptions to the requirement to participate in all non-discretionary insurance programs may be granted to eligible faculty if: (1) the faculty member is also eligible for military health benefits; (2) the faculty member holds bona fide religious beliefs that are in conflict with the requirements of the insurance program; (3) the faculty member is covered by another group health insurance plan, or (4) the plan documents or certificates of insurance that control each benefit provide for such exemption.

Prior to approving any significant change in the insurance benefits package provided to exempt Mines employees, the Mines administration shall initiate a discussion of such proposed changes with affected faculty groups in advance of the time frame for making a final decision regarding such changes. Subject to the discussion process specified above, the Board reserves the right to make the final decision regarding changes to its exempt employee insurance package, including the types of coverage provided and the employer-employee cost allocation. Mines currently provides the following types of insurance coverage to its Benefits-eligible faculty.

In the event of any conflict between a statute, law, regulation, Trust document, or benefit plan document (collectively termed "Documents") and this Handbook, the terms of the Documents shall control.

Visit BeneCenter to access the faculty benefit information.

5.5.1 Health and Disability Insurance

Mines provides a group health and long-term disability insurance plan designed to cover faculty and their dependents. Current information regarding this program and enrollment forms may be obtained from the Mines Human Resources Office.

5.5.2 Dental Insurance

Mines provides a group dental insurance plan for faculty. Current information regarding this program and enrollment forms may be obtained from the Mines Human Resources Office.

5.5.3 Vision Insurance

Mines provides a voluntary group vision insurance plan for faculty. Current information regarding this program and enrollment forms may be obtained from the Mines Human Resources Office.

5.5.4 Life Insurance

Mines provides a group life insurance plan for its faculty. Current information regarding this program and enrollment forms may be obtained from the Mines Human Resources Office.

5.5.5 Travel-Accident Insurance

Mines provides a travel-accident policy to insure all faculty members while traveling on Mines business. Current information regarding this benefit may be obtained from the Mines Human Resources Office.