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III-18.1 Eligibility

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(Amended 7/1/73; 7/1/74; 1/1/86; 7/02; 10/04; 2/07; 10/15; 7/17; 8/18)

Effective August 2018, this policy has been revised. For the most current version without redlining, return to [III-18.1](#).

- a. Life Insurance. Mandatory for full-time regular **faculty**/staff members and part-time regular **faculty**/staff members working at least 50 percent time. Excludes students, interns, externs, fellows, and temporary or visiting staff members.
- b. Disability Insurance. Mandatory for full-time regular **faculty**/staff members and part-time regular **faculty**/staff members working at least 50 percent time. Excludes students, interns, externs, fellows, and temporary or visiting staff members.
- c. Health and Dental Insurance (Voluntary). Available to full- and part-time regular **faculty**/staff members working at least 50 percent time, with the exception of students, interns, and externs.
- d. Retirement Programs. All University **faculty**/staff members with the exception of students, fellows, house staff, adjunct faculty,* or appointments of less than six months must participate in one of the following retirement programs:
 - (1) Iowa Public Employees Retirement System. Available to either full- or part-time, regular or temporary **faculty**/staff members, with the exception of students, fellows, house staff, adjunct faculty,* and **faculty**/staff members hired on a temporary basis for less than six months.
 - (2) University Funded Retirement Program (TIAA or an approved substitute annuity). Available to either full- or part-time, regular or temporary **faculty**/staff members, with the exception of students, fellows, house, staff, adjunct faculty* and **faculty**/staff members hired on a temporary basis for less than six months.
- e. Retirement Compensation Limit. The Internal Revenue Service sets the amount of compensation retirement contributions can be based on. The current limit is \$360,000. If an individual's salary exceeds \$360,000, only the first \$360,000 will be used for retirement calculations. Neither individual nor University contributions will be permitted on compensation in excess of \$360,000. This compensation

limit has been set by the Revenue Reconciliation Act of 1993 and the University reserves the right to adjust the maximum compensation figure based upon any future legislation or changes to the maximum as prescribed by law. For any individual hired after January 1, 1996, the maximum salary cannot exceed \$270,000.

- f. Social Security. Mandatory for all full- and part-time regular and temporary **faculty**/staff members, excluding students and certain non-resident aliens.

* Exceptions may occur when other employment is held in conjunction with these types of appointments.