

University of Pittsburgh: Benefits Eligibility

	Medical	Dental	Vision	Flexible Spending Accounts	Life Insurance	Retirement
Full-Time and Part-Time Staff¹	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional Coverage	Eligible to participate in Defined Contribution plan with university match
Full-Time Faculty, Librarians, Research Associates	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional Coverage	Eligible to participate in Defined Contribution plan with university match
Part-Time Faculty²	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional Coverage	Eligible to participate in Defined Contribution plan with university match
Part-Time Non-Tenure Stream Faculty, Librarians, Research Associates	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Not Eligible	Not Eligible	Eligible to contribute monies to a retirement savings accounts through universal availability
Full-Time Post-Doctoral Associates	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Choice of health care, dependent care, parking and/or mass transit	Basic and Optional Coverage	Eligible to contribute monies to a retirement savings accounts through universal availability
Part-Time Post-Doctoral Associates	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Not Eligible	Not Eligible	Eligible to contribute monies to a retirement savings accounts through universal availability
Post-Doctoral Scholars³	Choice of four UPMC Plans	Choice of three United Concordia Plans	Choice of two Davis Vision Plans	Not Eligible	Basic and Optional Coverage	Not Eligible
Temporary Faculty, Staff and ALL-TEMPS	In compliance with the Affordable Care Act (ACA), individuals who are working an average of 30 or more hours of service per week during their applicable measurement period will be offered the Panther Basic PPO medical plan with an optional Health Savings Account (HSA).	Not Eligible	Not Eligible	Not Eligible	Not Eligible	Eligible to contribute monies to a retirement savings accounts through universal availability
Undergraduate and Graduate Students Graduate Students and Others with Eligible Academic Appointments Professional School Students	For more information regarding insurance options to the University of Pittsburgh's student population, please click here to be linked to the "Student Insurance" page.			Not Eligible		

¹ Staff members under Collective Bargaining Agreements are governed according to the terms of the Agreements.

² Part-time Faculty who are in the tenure stream or tenured for no less than half-time

³ Post-Doctoral Scholars' benefits are deducted on an after-tax basis