

Anticipated Appointment Length

Short Description	Long Description	Use This When...	How This Impacts Benefits Eligibility
At Will	At Will	An individual is appointed at will.	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.
Tenured	Tenured	A faculty member has been granted permanent tenure.	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.
<9 mth-renewal not anticipated	Less than 9 month-renewal not anticipated	Appointing a contract period of less than 9 months, and the hiring unit <u>does NOT</u> anticipate that the individual is likely to have a subsequent appointment immediately following the current appointment.	At .5 FTE or greater, this person would be eligible for benefits (no mandatory retirement), but would have to pay the full cost to have benefits.
<9 mth-renewal possible	Less than 9 month-renewal possible	Appointing a contract period of less than 9 months, but you anticipate that a subsequent appointment is reasonably possible - to follow immediately. For example, an individual provided a 6-month contract based on current grant that is set to expire in 6 months, but it is anticipated that subsequent funds are likely to be forthcoming that would allow for subsequent appointment of the individual.	At .5 FTE or greater, this person would be eligible for benefits (no mandatory retirement), but would have to pay the full cost to have benefits.
9 mth-renewal not anticipated	9 month-renewal not anticipated	Appointed for the Academic Year (AY) or an equivalent 9-month period and the hiring unit <u>does NOT</u> anticipate that the individual is likely to have a subsequent appointment immediately following the current appointment	At .5 FTE or greater, this person would be eligible for benefits (no mandatory retirement), but would have to pay the full cost to have benefits.
9 mth-renewal possible	9 month-renewal possible	Appointed for the Academic Year (AY) or an equivalent 9-month period, but the hiring unit anticipates that a subsequent appointment is reasonably possible - to follow. For example, an	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.

		individual provided a 9-month contract for teaching, and it is anticipated that the individual would be eligible for a subsequent appointment based on class demand and/or funding availability.	
1 Year Less than 2 Years	1 Year Less than 2 Years	Appointed for more than 9 months, and less than 24 months	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.
2 Years Less than 3 Years	2 Years Less than 3 Years	Appointed for at least 24 months and less than 36 months	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.
3 Years Less than 4 Years	3 Years Less than 4 Years	Appointed for at least 36 months and less than 48 months	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.
4 Years Less than 5 Years	4 Years Less than 5 Years	Appointed for at least 48 months and less than 60 months	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.
5 Year	5 Year	Appointed for five years. NO fixed-term contracts can be for longer than 5 years (except athletic directors/head coaches with Board-authorized contracts.)	At a .75 FTE or greater, this person would be fully benefits eligible. At .5-.74 FTE, the person is eligible for benefits, but at full cost.