

## **I. INTRODUCTION**

This Policy sets forth the eligibility criteria for participation in the University's Benefits Program.

## **II. POLICY OVERVIEW**

Generally, eligibility to participate in the Benefits Program at the University is defined by the characteristics of the position being filled and not the activities of the employee.

Employees eligible to participate must satisfy the requirements of both Paragraphs A and B below:

**A.** The employee

Employees on approved sabbatical leaves who otherwise are eligible to participate in the Benefit Program continue to be eligible.

Employees holding an eligible position and working less than full-time receive prorated benefits based