Adjunct Faculty

Benefits Eligibility

Medical, Prescription, Dental & Vision

Adjunct Faculty are not benefit eligible employees, so are not offered access to the health coverage as part of their employment offer. However, adjuncts may be offered medical, dental, and vision benefits through the Affordable Care Act (ACA), should they meet the ACA eligibility requirements. If an employee works, on average, 30 hours a week or more over the previous 12 month measurement period, they are required to be offered access to Medical and Prescription benefits. Drexel offers those who meet the qualifications access to medical, dental and visions benefits at part-time benefit-eligible employee rates.

*If an employee meets these requirements, they will be sent an enrollment opportunity via email from the Drexel Benefits Service Center.

Retirement Savings Plans

403(B)

Adjuncts may participate in the plan with their own contributions. You must enroll or actively waive participation within 31 days of your date of hire. If no action is taken, Drexel will automatically enroll you into a Lifecycle fund at 2% per pay contribution rate. If you do become automatically enrolled, you may elect to stop future contributions at any time. Any elections to participate, to not participate, or to change your contribution rate can be made through your TIAA retirement account, accessible through DrexelOne.

University contributions will not be calculated or allocated to you on a payroll period basis. Instead, you will receive University contributions after the close of the plan year (the calendar year) if certain annual allocation requirements are met. You must have completed at least 1,000 hours of service during the plan year and be an eligible employee on the last day of the plan year in order to receive University contributions for that plan year. If you do not meet these requirements, you will not receive University contributions for the plan year. Remember that you must contribute at least 1% to the Plan in order to receive University contributions.

Employee Assistance Program

Effective July 1, 2023, adjunct faculty are eligible to participate in the Employee Assistance Program (EAP). Drexel partners with Health Advocate as its (EAP) provider. The EAP is designed to help you address the challenges that life, work and relationships can bring. Health Advocate is offered to adjunct faculty at no cost to you. Family and household members are also encouraged to access this benefit at no additional cost. Health Advocate's many services include Short-term Counseling, Dependent/Elder Care Referrals, Retirement Coaching, Concierge Expert Referrals, Financial Services, Legal Services, and more.

FMLA, Non-FMLA Medical Leave & Leave of Absence

FMLA & Leave of Absence

FMLA Leave is only available to employees who have been employed for at least one year, have worked 1,250 hours in the 12-month period preceding the leave, and who have a qualifying need.

Fertility & Adoption Benefits

Adjuncts are not eligible for Fertility Benefits, unless eligible through the ACA.

Adjuncts are not eligible for the Adoption Benefit.