

Benefits Eligibility Matrix

	Contingent Employee Casual Employee Temp Employee	Post Doc	Staff / Regular Employee Clinician Educator	Bargaining Unit Employee	Academic Staff ▪ Artist in Residence ▪ Library (ASL) ▪ Research (ASR) ▪ Lecturer/Senior Lecturer
Important Eligibility Information for all listed benefits	Only applies to employees paid by Stanford	Only applies to Stanford taxable salary, not stipend pay	Must work at least 50% FTE and 6-month appointment	Must work at least 50% FTE and 4-month appointment	Must work at least 50% FTE and 6-month appointment
Health & Life Benefits	Not eligible	Not eligible	Yes	Yes	Yes
Short-Term Disability (VDI or STD plans)	Yes	Yes	Yes	Yes	Yes
Long-Term Disability	Not eligible	Not under Stanford benefits, may be eligible under Post Doc benefits	Yes	Yes	Yes
Education & Training ▪ STRP – Staff Tuition Reimbursement Program ▪ STAP – Staff Training Assistance Program ▪ TGP – Tuition Grant Program	STRP – not eligible STAP – not eligible TGP – not eligible	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)
Retirement Savings Plans ▪ TDA – Tax-Deferred Annuity ▪ SCRP – Stanford Contributory Retirement Plan ▪ SRAP – Stanford Retirement Annuity Plan ¹	TDA – Immediately on hire SCRP – not eligible	TDA – Immediately on hire SCRP – Not eligible. Service may count toward eligibility if hired into a Stanford benefits-eligible position.	TDA – Immediately on hire SCRP – after one year of benefits-eligible service	TDA – Immediately on hire SCRP – after one year of benefits-eligible service	TDA – Immediately on hire SCRP – after one year of benefits-eligible service
COBRA	Not eligible	Not eligible	Yes	Yes	Yes

¹ This plan closed in 2002. Only grandfathered employees remain in the plan. Not open to anyone new.

	Faculty Senior Fellows Executives Officers Senior Staff	Other Teaching Titles ▪ Acting/Consulting/Assistant Associate/Professor ▪ Professor of the Practice ▪ Lecturer/Visiting Faculty/Hoover Fellow ▪ Teaching Specialist/Coach	Recalled Retiree ▪ Emeriti ▪ Rehired	Retiree ▪ Emeriti ▪ Someone who was recalled or rehired after retirement, and then retired again
Important Eligibility Information for all listed benefits	Must work at least 50% FTE and 6-month appointment	Must work at least 50% FTE, have a 6-month appointment and receive Stanford pay	Rehired retiree must work at least 50% FTE and 6-month appointment	Must meet eligibility rules defined in Admin Guide 22.9
Health & Life Benefits	Yes	Yes	Receive active benefits and full university contribution Note: If working less than 50% FTE, may enroll in, or remain in, retiree health care benefits	Yes
Short-Term Disability (VDI or STD plans)	Yes	Yes	Yes	Not eligible
Long-Term Disability	Yes	Yes	Yes	Not eligible
Education & Training • STRP – Staff Tuition Reimbursement Program • STAP – Staff Training Assistance Program • TGP – Tuition Grant Program	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)	STRP – see Admin Guide (22.11) STAP – see Admin Guide (22.11) TGP – see Admin Guide (27.4)	STRP – not eligible STAP – not eligible TGP – see Admin Guide (27.4)

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Retirement Savings Plans ▪ TDA – Tax-Deferred Annuity ▪ SCRP – Stanford Contributory Retirement Plan ▪ SRAP – Stanford Retirement Annuity Plan ¹	TDA – Immediately on hire SCRP – after one year of benefits-eligible service	TDA – Immediately on hire SCRP – after one year of benefits-eligible service	TDA ▪ Immediately on rehire ▪ Must re-elect payroll contribution ▪ May request a distribution if 59½ or older SCRP ▪ Immediately on rehire ▪ Must re-elect payroll contribution and distribution info ▪ If working 50% FTE or more, not eligible for a distribution.	TDA – not eligible SCRP – not eligible
COBRA	Yes	Yes	▪ Eligible for retiree medical/dental. ▪ Option to COBRA dental if working in a non-benefits-eligible position.	▪ Eligible for retiree medical/dental. ▪ Option to COBRA dental if working in a non-benefits-eligible position.

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Appendix: Child Care Services

Note: Only those services and programs for which the group is eligible are listed. The grouping of titles is different than those for other benefits.

	Regular Employees	Tenured Faculty	Junior Faculty	Post-Docs	Clinical Educators Lecturers, Sr. Lecturers, Coaches, Artists in Residence	Visiting Faculty. Scholars, and Fellows
Children's Center of the Stanford Community	Yes	Yes	Yes	Yes	Yes	Space available only basis
Stanford Arboretum Children's Center	Yes	Yes	Yes	Yes	Yes	Space available only basis
Madera Grove Children's Center	Yes 3 rd priority	Yes 1 st priority	Yes 1 st priority	Yes 2 nd priority	Yes 3 rd priority	Space available only basis
Children's Creative Learning Center@ Stanford West (SW)	Yes, after SW residents	Yes, after SW residents	Yes, after SW residents	Yes, after SW residents	Yes, after SW residents	Space available only basis
Rainbow	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents
Pepper Tree	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents	Yes, after Escondido residents
Child Care Subsidy Grant	Yes	Yes	Yes	No	Yes	No
Emergency & Back-Up Dependent Care	Yes	Yes	Yes	No	Yes	No
Adoption Assistance	Yes	Yes	Yes	No	Yes	No
Junior Faculty Child Care Assistance Program	No	No	Full-time faculty only	No	No	No
Junior Faculty Dependent Care Travel Grant	No	No	Yes	No	No	No
Faculty Back-up Care Advantage Program	No	Yes	Yes	No	Clinical Educators with an Assistant, Associate or Full Professor position	No

Definitions of title designations:

- Regular employee – A benefits-eligible employee who works at least 50% time for at least six consecutive months (four months or more for bargaining unit employees).
- Tenured Faculty – Faculty who have received tenure or appointment to continuing term in the Medical Center Line.
- Junior Faculty – Assistant and Associate professors in the tenure, non-tenure, and Med Center lines who have not received tenure or appointment to continuing term. Includes Center Fellows and Senior Fellows who have not been promoted to continuing term at Institutes.
- Post-Doc – Non-matriculated post-doctoral graduate students.
- Clinical Educators – Clinician Educators are exempt regular employees appointed for fixed terms of up to five years. Term may be renewed.
- Acting Professors, Consulting Professors, and Hoover Senior Fellows who are benefits eligible are exempt regular employees.
- Teaching specialists are exempt regular employees.

Other employee groups:

Contingent, Casual and Temporary employees – Not eligible for Child Care Services

The information contained in this Matrix is only a brief summary of the plans and programs provided by Stanford's Benefits Department and the WorkLife Office. Most are governed by contracts, policies, other legal documents, and in some cases, federal or state law. In the case of any conflict between the wording in this summary and the documents just mentioned, the contracts and other documents govern. Stanford reserves the right to alter, amend, or terminate any plan/program described here at any time.