

To: Collegiate Deans

cc: Associate Deans for Faculty, Senior HR Representatives, Faculty HR Representatives

From: Kevin Kregel, Associate Provost for Faculty  
Cheryl Reardon, Associate Vice President and Chief HR Officer

Re: Visiting Faculty Policy Update

Date: August 8, 2018

The University of Iowa is pleased to announce expanded access to UI Benefits for eligible Visiting faculty members. This change is being made as a result of multiple discussions between UI administration and fixed-term faculty representatives over the past several months.

Effective 9/1/18, Visiting faculty members holding **50% or greater appointments for the duration of an academic year or longer** will be eligible for UI Benefits as regular (i.e., non-temporary) employees. These benefits will be consistent with those received by other benefits-eligible faculty and will include access to: health and dental insurance, life insurance, disability insurance, retirement programs, and sick leave accrual. For additional information about these and other benefit options, please see the UI Benefits for Faculty, Professional and Scientific, and Merit Staff website: <https://hr.uiowa.edu/benefits/fpsm>.

For employing colleges and departments, the corresponding fringe rate charge for qualifying appointments of Visiting faculty will be 29.9% of salary, based upon FY 19 rates.

University Human Resources is currently working with the Provost Office and the respective colleges to communicate this change to eligible Visiting faculty members and ensure that benefits are available to eligible Visiting faculty members for the 2018-19 academic year.

- **For benefits-related questions**, please contact Rebecca Olson, Director of Benefits, University Human Resources: [rebecca-s-olson@uiowa.edu](mailto:rebecca-s-olson@uiowa.edu).
- **For faculty appointment-related questions**, please contact Angelique Johnson, Director of Faculty HR, Office of the Provost: [angelique-johnson@uiowa.edu](mailto:angelique-johnson@uiowa.edu).