

MEMORANDUM

TO: Paul Paulus, Dean; Krishnan Rajeshwar, Associate Dean; Chairs; Graduate Advisors, College of Science

FROM: Philip Cohen, Dean, Graduate School

DATE: February 28, 2007

RE: Graduate Student Health Insurance

As a result of this year's program review process, I have learned that there may be some confusion regarding the availability of health insurance coverage for graduate assistants at UT Arlington. I would like to clarify the insurance options available to our graduate teaching assistants and graduate research assistants.

The University provides to each full-time employee 100% of the employee's premiums for the Basic Coverage Package and up to 50% of the premiums for employee dependents. Full-time employment is defined as working at least 40 hours per week. GRA/GTA employees are considered part-time employees as they work at least 20 hours per week but not more than 40 hours per week. As a result, GRA/GTA employees are offered a benefit of 50% of the premiums for the Basic Coverage Package and up to 25% of the premiums for their dependents. GRA/GTA employees may elect to receive the 50% coverage and cover the remaining cost with their own funds. Students with existing coverage from external sources may choose to waive the 50% coverage and use the equivalent funding towards dental and vision coverage. International students are required to maintain full health insurance coverage either through personal insurance or by electing to receive the 50% coverage and supplementing with personal funds. More details on insurance requirements for international students can be found in the Graduate Catalog.

I realize that this program is less than ideal. Still, it does provide our students with an option to maintain health insurance coverage at a reduced cost. In addition, the University provides each eligible employee with premium redirection that allows an employee to have insurance deductions paid with pre-tax dollars, thus reducing his or her taxable income.

For more information about insurance options for full and part-time employees, please see the Document #15092 of the UT Arlington Fiscal Regulations.