



Kean University
Office of Human Resources

Benefits 101 for Adjuncts and Part-Time Employees

September 2025

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Retirement & Supplemental Savings

Adjunct faculty members teaching a minimum of 3 credits are required to participate in the Alternate Benefit Program (ABP), a state-administered retirement plan, immediately upon commencement of employment at Kean University. Alternate Benefit Program information is available [here](#).

Alternate Benefits Program (ABP)

- When beginning your employment, *regardless of your active TPAF status*, you are required to select an investment carriers from the following designated service providers: Corebridge Financial, Empower (Formerly Mass Mutual), Empower (Formerly Prudential), Equitable, MetLife/Brighthouse, TIAA or VOYA.
- [Alternate Benefits Program Overview](#)

Public Employees Retirement System (PERS)

- For any Part-Time or Adjunct employees who have previous service and are active, you may be able to stay in PERS. To learn more on which mandatory retirement plan you may be applicable for, contact Jennifer Kim at jennifer.kim@kean.edu
- [PERS Member Guidebook](#)

Supplemental Retirement Savings

Employees have the opportunity to contribute to voluntary retirement savings through a [Supplemental Retirement Savings Plan](#).

- 403(b) plans are available through Brighthouse, Corebridge, Empower-Mass Mutual, Empower - Prudential, Equitable, TIAA and Voya.
- 457(b) Deferred Compensation plan is available through Empower-Prudential.

Group Term Life Insurance

- Members of the Alternate Benefits Program and the Public Employees Retirement System (PERS) are enrolled in group term life insurance unless coverage is waived. Please note ABP members who are 60 and older might need a medical exam to be insured. Learn more [here](#).

Questions? Please email the Kean Benefits team at benefits@kean.edu



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Well-Being at Kean for Employees & Additional Benefits

- A Culture of Wellness & Community - [Well-Being at Kean: Employee Well-Being Program](#)
- Kean University is proud to support employees' Well-Being at work. Well-Being at Kean for is here to create a vibrant workforce community by balancing 4 key areas: Physical, Social, Financial, and Emotional Well-Being.
- [Well-Being at Kean Events](#)

Note: Personify Health and AllOne Health EAP are for full-time employees only



Supplemental Benefits

- [Kean University Child Care and Development Center](#)
- [On Campus Fitness Center & Intramurals](#)
- [Nancy Thompson Library](#)
- [Campus Eateries](#)
- [Meal Plans for Faculty & Staff](#)
- [On Campus Performances and Shows: Kean Stage](#)
- [Additional Kean Community Resources](#)
- [Credit Unions](#)

Professional Development & Financial Well-Being

- [Professional Development Resources](#)
- [Employee Discounts](#)
- [NJ FinLit Financial Wellness & Planning Resource](#)

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Health Coverage

State Health Benefits Plan (SHBP)

Part-time employees of Kean University, including adjuncts, who are currently enrolled in a state administered retirement plan, are eligible to enroll in the Part-Time State Health Benefits Program for medical and prescription drug coverage.

Eligible employees who wish to enroll in a prescription drug option must also enroll in a medical plan. Eligible employees who enroll will pay the full share of the premium costs, which will be billed directly to the employee on a monthly basis by the Division of Pensions and Benefits.

More information about available plans, rates, and enrollment please visit the [Health Coverage for Part-Time Employees & Adjuncts page](#).

If you have any questions about enrolling or accessing Benefitsolver, email Jennifer Kim at jennier.kim@kean.edu

Resources

Additional Employee Resources

- [Adjunct Employment Resources](#)
- [Kean University Benefits](#)
- [Current Employee Resources](#)
- [Important Human Resources Forms & Policies](#)
- [Bereavement Information \(Unionized part time employees only\)](#)

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