



I ♥ MY PANTHER BENEFITS

Phone: (305) 348-2181 • Email: benefits@fiu.edu • Website: hr.fiu.edu/benefits

Benefits Updates | August 18, 2025

Benefit Resources for New Employees

We strongly encourage all new hires to review the information provided during the [New Employee Experience](#), including **video recordings** and the numerous *enrollment resources* on our [FIU Benefits website](#).

Be sure to explore the **Benefits Checklists**, which serve as an excellent reference for understanding the available benefits and retirement plans, the enrollment process, applicable deadlines, and links to all video recordings and plan documents.

- ⇒ [New Employee](#)
- ⇒ [New Faculty](#)
- ⇒ [New Adjunct Faculty / Temporary Employee](#)

9-Month Faculty: Deferred Earning Program (DEP) Enrollment Period | 2025-2026 Academic Year

The [9 over 12 Deferred Earning Program \(DEP\)](#) provides 9-month faculty an alternative option to receive payment of their annual salary over a twelve (12) month period. This method of payment is available on an **opt-in basis** only and requires authorization from the faculty.

The DEP enrollment period for the 2025-2026 Academic Year is available **now through Monday, August 25, 2025**. During this time, 9-month faculty may choose to **enroll in or dis-enroll from** the DEP.

- ⇒ Current DEP participants who wish to continue do not need to take any action.
- ⇒ To review the estimated calculation for Deferred and Gross Earnings, please utilize the [calculation link](#).
- ⇒ New faculty will make their selections when completing sign-on documents.
- ⇒ For faculty retiring or separating at the end of the 2026 Spring Semester and carrying health insurance, it is suggested that they dis-enroll from the 9 over 12 DEP.
- ⇒ New enrollees and participants wishing to enroll/dis-enroll in the program should review the [Enrollment and Cancellation Announcement](#) provided.

For more information, please refer to the [Enrollment and Cancellation Announcement](#).

Stay Alert and Protect Your Personal Information

Stay Alert! Be cautious of unsolicited calls or emails from individuals claiming to represent the Division of Retirement (FRS) or authorized vendors of the State/FIU.

Remember, if you haven't requested contact, avoid engagement with unknown callers or senders. Instead, use the resources available on our HR.FIU.EDU website or contact us at benefits@fiu.edu for verification and assistance.

Questions? Contact Benefits Administration at benefits@fiu.edu.