

I ♥ MY PANTHERBENEFITS

FIU Human Resources

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

Benefits Updates | August 17, 2026

Address Review Reminder

Stay on top of your State-Sponsored Benefits by keeping your contact information on record up to date in **FIU's PantherSoft System**.
Take the time to review your contact information in the People First system and make the necessary changes in your employee profile via the **PantherSoft Self-Service** portal (my.fiu.edu). Updates are reflected in People First within the next 72 hours.
While updating your mailing address, verify your home address, phone number, and notification email address and update as needed. In addition, employees are strongly encouraged to have at least one additional contact method such as a personal email address in their PantherSoft profile.

If you have experienced any changes, please promptly update your information on file. As a reminder, an address change may trigger a Qualifying Status Change (QSC) Event. For assistance with enrollment or benefit plan changes, call the **People First Service Center at 866-663-4735**, Monday through Friday, 8 a.m. to 6 p.m. ET.

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 resources.

⇒ New Employee
⇒ New Faculty
⇒ New Adjunct Faculty / Temporary Employee

9-Month Faculty: Deferred Earning Program (DEP) Enrollment Period | 2026-2027 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 member.

The DEP enrollment period for the 2026-2027 Academic Year is active now **through Monday, August 24, 2026**. During this time, 9-month faculty may choose to **enroll in** or **dis-enroll from** the DEP.

- **Current DEP** participants who wish to continue in the program **do not** need to take any action.
- New faculty will make their selection when completing sign-on documents.
- To review the estimated calculation for Deferred and Gross Earnings, please utilize the Deferred Earnings Program (DEP) calculator.
- For 9-month faculty retiring or separating at the end of the 2027 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.

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