

2027 Part-Time Faculty Open Enrollment

NOVEMBER 9 – 20, 2026

RHODE ISLAND SCHOOL OF DESIGN

Welcome to RISD's 2027 Open Enrollment

Open Enrollment begins on Monday, November 9, and ends on Friday, November 20, 2026.

REVIEW & UPDATE YOUR BENEFITS

Open Enrollment is your annual opportunity to review your benefits and make changes for the coming year. Explore your options and choose coverage that supports your health, well-being, and budget.

CHANGES ARE EFFECTIVE JANUARY 1

Changes you make during Open Enrollment become effective January 1, 2027.



Open Enrollment Checklist

STEP 1 — PLAN

- [ ] Review your current benefit elections, dependents and beneficiaries in Workday.
- [ ] Prepare dates of birth and Social Security numbers for dependents you plan to add to insurance plans.
- [ ] Review the **Open Enrollment Events schedule**. Plan to visit the Benefits Fair, attend an in-person or virtual presentation, or meet one-on-one with a member of the Benefits team.

STEP 2 — ENROLL

- [ ] From the task in your Workday inbox, select your benefits between **Monday, November 9 and Friday, November 20, 2026**.
- [ ] Once satisfied with your choices, **click Review and Sign** to accept and submit your changes.

STEP 3 — REVIEW

- [ ] Click **View 2027 Benefits Statement** to confirm your elections are correct. You can also print the election confirmation for your records.
- [ ] Review your 403(b) contribution before January 1, 2027, to take full advantage of 2027 contribution opportunities.
- [ ] Review your **January 20, 2027** paycheck to ensure your benefits deductions are correct.

What to Expect in 2027

Health Insurance

Premiums will increase by 13% for both employees and RISD, in line with trends across higher education institutions and the continued rise in healthcare costs in the United States. RISD continues to fund approximately 73% of employee healthcare premiums.

For specific rate information, please visit the 2027 Open Enrollment page of RISD's Benefits Website.

Change to GLP-1 Coverage

Beginning January 1, 2027, RISD's health plans will no longer cover GLP-1 medications prescribed for weight loss. Coverage will continue for GLP-1 medications prescribed for other qualifying medical conditions, subject to the plan's medical necessity and prior authorization requirements.

We understand that treatment decisions are personal and that continuity of care matters. If you or a covered family member currently uses a GLP-1 medication, Blue Cross Blue Shield RI can help explain how this change impacts you. We encourage you to connect with your prescribing provider before the change takes effect to discuss your treatment options and plan for your ongoing care.

Dental and Vision Insurance

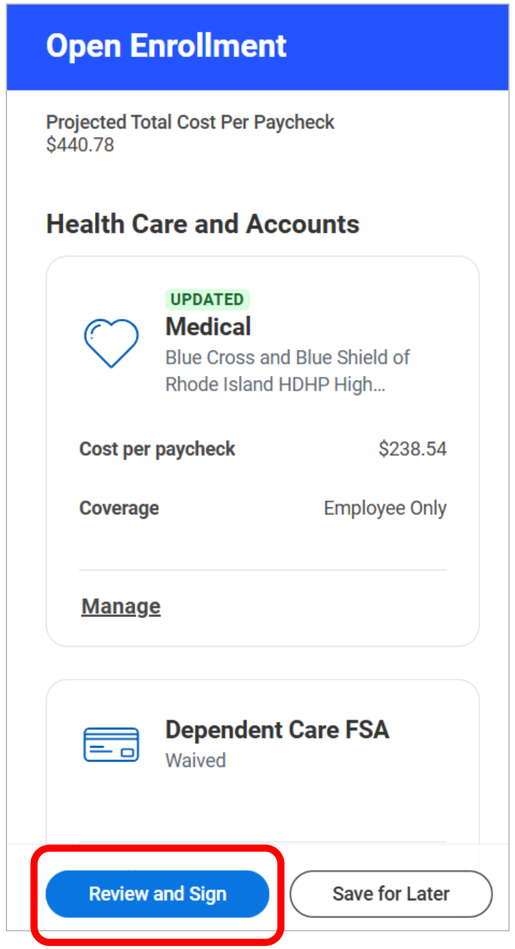
Rates and plan designs for Dental and Vision benefits will remain unchanged in 2027.

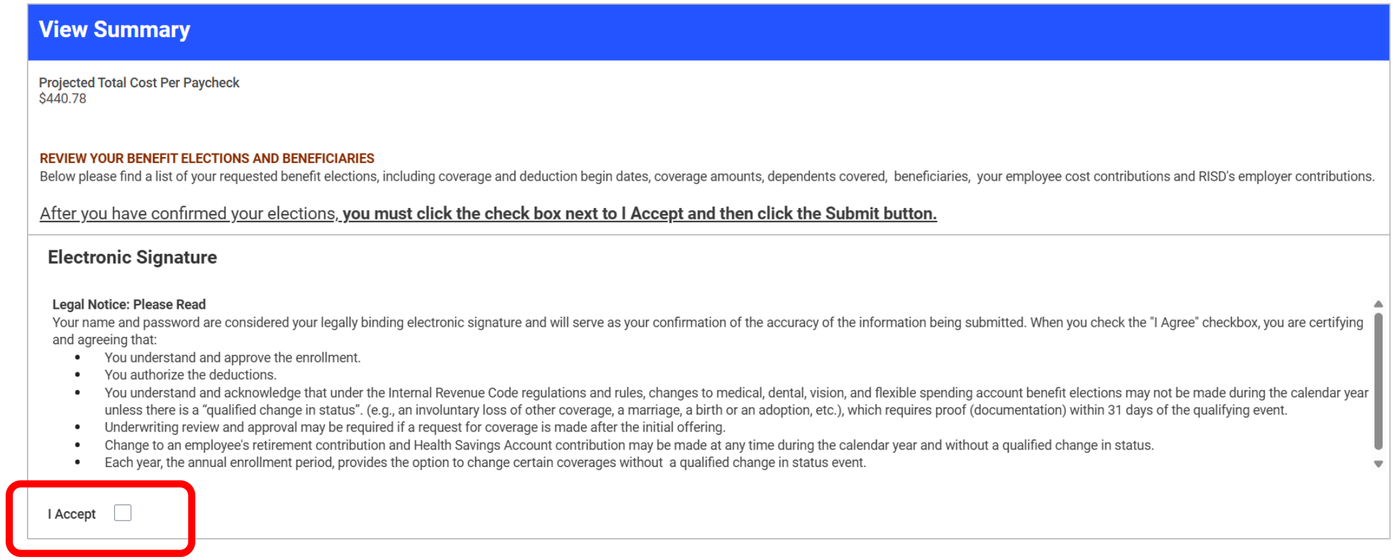
New Benefit Offering - Pet Insurance

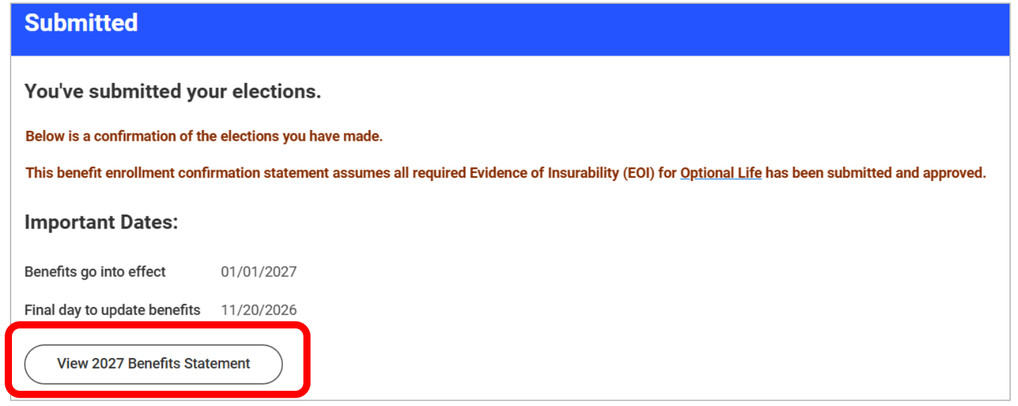
Beginning in 2027, RISD will offer pet insurance to part-time faculty. MetLife offers customizable plans based on your pet's needs. Pet insurance is a direct-bill, after-tax benefit. To learn more, visit the Benefits Fair or read about the pet insurance benefit in the 2027 Open Enrollment page of RISD's Benefits Website.

Review and Finalize Your Workday Elections

After you complete your enrollment in Workday, click **Review and Sign** and **check the I Accept box** to finalize your election. You can also print a confirmation statement to compare against your first 2027 paycheck.







Open Enrollment Schedule of Events

Below is a schedule of events that offer opportunities to learn more about RISD's 2027 benefits offerings.
Employees who would like to schedule a private consultation with the Benefits Department can click here to book an appointment.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
2	**3**	**4** **BENEFITS FAIR** 10 AM to 2 PM 20WP Lobby	**5**	**6**
9 **ENROLLMENT OPENS in Workday** **DROP-IN SESSIONS** The Met 9 AM to 10:30 AM 3:30 PM to 5:00 PM Spanish & Portuguese translation available	**10** **DROP-IN SESSIONS** RISD Museum - RA308 12 Noon to 2 PM 20WP - Room 366 2 PM to 3:30 PM	**11**	**12** **DROP-IN SESSIONS** The Met 9 AM to 10:30 AM 3:30 PM to 5:00 PM Spanish & Portuguese translation available	**13**
16 **DROP-IN SESSIONS** Portfolio 9 AM to 10:30 AM 3:30 PM to 5:00 PM Spanish & Portuguese translation available	**17** **DROP-IN SESSIONS** 20WP - Room 141 11 AM to 12:30 PM	**18** **DROP-IN SESSIONS** What Cheer 9 AM to 11 AM Spanish & Portuguese translation available	**19** **DROP-IN SESSIONS** Portfolio 9 AM to 10:30 AM 3:30 PM to 5:00 PM Spanish & Portuguese translation available	**20** **ENROLLMENT CLOSES in Workday**