Highlights of Baylor Benefits

Our comprehensive benefits package reflects a dedication to the people of Baylor University who make the mission and vision of Baylor University become real.

University Provides
- Group term life
- Dependent life
- Disability
- Employee dental

Employees can purchase
- Medical Insurance Plans
- Family Dental Plan
- Voluntary Term Life
- Accident Care
- Cancer Care
- Short-term Disability
- Long Term Care

Effective Dates

Some insurance benefits are effective immediately upon employment (for full-time faculty and staff) and their eligible benefits.

Faculty and staff can access SmartBen™, our online benefits enrollment portal, with their Bear ID and password on any device with an internet connection through www.baylor.edu/hr/smartben 24 hours a day, 7 days a week.

Retirement Income Plan

Eligibility
- Full-time faculty and staff who are at least 21 years of age will be enrolled in the Baylor University Retirement Income Plan upon completion of an eligibility period of one year of full-time service or the equivalent thereof at an accredited college or university.

10.8%

Employer Contribution
Baylor's defined contribution is equal to 10.8% of your total pay. Plan vendors include: Vanguard, TIAA, GuideStone.

Voluntary Contributions
You may contribute up to the IRS limit, based on your age and years of service.

Subsidized Sporting Events
- Reduced Cost for Football Season Tickets
- Free Admission to other sporting events

Other benefits
- Flexible Spending Accounts
- Unreimbursed Medical Expenses
- Dependent Day Care Expenses
- Health Savings Accounts
- Partially funded by Baylor

Tuition Reimbursement

Full-time regular faculty/staff that have worked for Baylor more than a continuous year can receive a 100 percent tuition remission benefit for 2 courses, no more than 8 hours, during any semester that would apply to an undergraduate and/or graduate degree. Those faculty/staff members are also eligible to receive tuition discounts on children or spouse depending on the employee's length of service to Baylor.

Campus facilities available
- Libraries: Moody Memorial, Jones and Armstrong Browning
- Museums: Mayborn Museum Complex and Martin Museum of Art
- Student Life Center: Gymnasiums, Swimming Pools, Tennis, Basketball, Racquetball Courts, Bear Aerobics Fitness Programs, and Employee Sports Program

Want more info? Please refer to Baylor's HR Benefit Page at www.baylor.edu/hr or call askHR at 710-2000