

Benefit Eligibility Classifications BU-PP 400

Policy:

Baylor University provides employee benefits according to various classifications detailed below.

Topics:

Full-time faculty, staff, and post-doctoral fellows
Part-time faculty and staff
Visiting faculty and staff
Part-time and/or temporary post-doctoral fellows

Related policies:

BU-PP 402 — Vacation
BU-PP 403 — Sick Leave
BU-PP 404 — Personal Leave
BU-PP 405 — Court Leave
BU-PP 406 — Non-Compensated Leaves & Absences
BU-PP 407 — Holidays
BU-PP 408 — Family and Medical Leave Act (FMLA)
BU-PP 409 — Military Leave
BU-PP 410 — Group Insurance – General
BU-PP 411 — Group Life and Dependent Life Insurance
BU-PP 412 — Group Long-Term Disability
BU-PP 413 — Group Health/Major Medical Insurance
BU-PP 414 — Group Dental Plans
BU-PP 420 — Flexible Spending Accounts
BU-PP 446 — Workers' Compensation Insurance
BU-PP 450A—Employee Tuition Remission and Educational Assistance
BU-PP 450B—Spouse and Children Tuition Remission
BU-PP 451 — Job-Related Tuition Reimbursement Program
BU-PP 461 — Baylor Retirement Income Plans
BU-PP 471 — Tax-deferred Annuities (TDA)
BU-PP 472 — Deferred Compensation Plan
BU-PP 481 — Campus Parking
BU-PP 483 — Admission to Campus Events
BU-PP 491 — Payroll Deduction Service
BU-PP 600 — Retirement Benefits

Additional information:

Baylor benefits are established by policy, law or by Baylor's benefit plan documents. This information is provided for reference only. In the event of conflict between the policy statement and the law or plan documents, the law or the plan documents control. The policy statements, as well as the plan document, may be changed at any time by Baylor University without notice, unless notice is required to comply with the law.

Contact:

Human Resource Services Office (x2219)
Compensation & Benefits Department (x2218)
Payroll Office (x2217)

Full-time faculty, staff, and post-doctoral fellows — (appointed at .75 FTE or more per semester), *full-time regular staff* (30 or more scheduled hours per week), and *full-time temporary staff* (30 or more scheduled hours per week for a minimum of 90 days):

- Enrollment in group insurance products immediately upon employment;
- Enrollment in the Baylor University Retirement Income Plan after meeting qualification requirements stated in [BU-PP 461](#);
- Tuition remission for employees after meeting the qualification requirement stated in [BU-PP 450A](#);
- Tuition remission for spouse/children after meeting the qualification requirement stated in [BU-PP 450B](#);
- Baylor University identification card;
- Use of campus facilities;
- Admission to certain campus events;
- Option to purchase specified athletic events at reduced rate;
- Use of dining facilities;
- Free parking.

Part-time faculty (appointed at less than .75 FTE per semester), and **part-time staff** (fewer than 30 scheduled hours per week):

- Baylor University identification card
- Use of campus facilities
- Admission to certain campus events
- Option to purchase specified athletic events at reduced rate
- Use of dining facilities
- Free parking

Visiting faculty and staff —

Benefits are determined on an individual basis as authorized in the letter of appointment or other personnel action document.

Part-time and/or temporary post-doctoral fellows —

Benefits for *part-time and/or temporary post-doctoral fellows* (appointed at less than .75 FTE and/or less than a full semester) include a Baylor University identification card, when requested.