

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 term life
Long-term 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