



Highlights of SMU Benefits Programs

Full-time Faculty

Southern Methodist University offers a competitive total compensation package that includes - in addition to salary - health and wellness benefits, life and disability insurance, retirement programs, and personal and professional development opportunities.

Medical Plans

SMU provides a comprehensive medical plan, with a traditional PPO and two High Deductible Health Plans administered by BlueCross BlueShield of Texas. Coverage is available to a spouse and to dependent children through age 26.

- All options pay 100% of the cost of annual in-network preventive physical exams, health screenings and immunizations. Preventive mammogram, colonoscopy and prostate screenings (typically age-based, but covered if recommended due to family history) are covered at 100%. Preventive services are not subject to the annual deductible or office visit copay.
- **Blue Care Connection:** BCBSTX Blue Care Connection is an umbrella of programs that provides outreach, educational resources, and health advocacy services that can help you and your enrolled family members achieve a healthier life. The 24/7 Nurseline, health improvement programs (e.g., diabetes management, smoking cessation, weight loss), maternity programs, and licensed advisors are available to you and your enrolled dependents at no cost to you.

Dental and Vision Plans

SMU provides affordable dental and vision plans, both covering comprehensive exams and preventive services at little or no additional cost to participants. Coverage is available to a spouse and to dependent children.

SMU Retirement Programs

403(b) Retirement Plan: A competitive, tax-advantaged retirement savings plan with age-based 8% or 10% SMU contributions to supplement your 5% pre-tax contributions.

- This plan is available to full-time faculty age 21 or older. Participation is required if you are age 36 or older.
- SMU matching contributions vest after three years of SMU employment.
- Voluntary unmatched contributions can be made on a before-tax or after-tax (Roth) basis.

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Emeriti Health Account: A tax-advantaged opportunity to invest and accumulate assets to pay for insurance premiums and other eligible healthcare expenses during your retirement years.

- For 2023, full-time faculty and staff age 40 or older contribute \$90.04 each month (prorated based on your pay schedule) on a pre-tax basis, and SMU contributes an equal amount. SMU matching contributions vest after completion of seven years of employment.
- Voluntary unmatched contributions can be made on an after-tax basis, regardless of age.

Retiree Health Insurance: SMU provides access to medical and dental insurance at group rates if you retire from SMU at age 60 or older with 10 or more years of SMU employment and 5 consecutive years on the health insurance prior to retirement. This insurance is also available to the spouse and dependent children of eligible retirees.

Life and AD&D Insurance

Basic Group Life Insurance: SMU provides Basic Group Life Insurance equal to 1½ times annual base salary, up to a maximum of \$750,000. Premiums are paid in full by SMU. Coverage is reduced at periodic intervals beginning at age 65.

Supplemental Group Life Insurance: Optional employee-paid insurance available at various multiples of annual salary, up to \$750,000. Coverage up to \$50,000 may be purchased for a spouse (reduced at periodic intervals beginning at age 65), and \$10,000 coverage may be purchased for dependent children. Coverage is guaranteed up to \$500,000 without evidence of insurability if you enroll within 31 days of your hire date. Any election above \$500,000 will require evidence of insurability.

Accidental Death & Dismemberment Insurance: Optional employee-paid insurance available in increments of \$10,000, up to \$500,000. You have the choice of individual or family coverage.

Long Term Disability

Eligibility begins after three months of employment, with premiums paid in full by SMU. Benefits equal 60% of base salary (less other income benefits), up to the \$15,000 monthly maximum. LTD benefits are payable following 90 consecutive days of total disability.

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Wellness Program

Wellpower, SMU's wellness program, promotes activities that support physical fitness, mental and intellectual growth, and spiritual health. Program participants earn points and at the end of the program year may choose from a variety of rewards such as free parking, Dedman Center for Lifetime Sports membership, and gift items.

Health Screenings: Offered on a regular basis, these free and confidential screenings provide participants with a good measure of their overall health, and include tests for blood pressure, HDL/LDL/total cholesterol, triglycerides and blood glucose. By completing a confidential Health Risk Assessment (HRA) at the screenings, you will receive a report on your health risks and specific suggestions for improving your overall health.

Mobile Mammography: For convenience, mobile mammography units are on campus regularly.

Dedman Center for Lifetime Sports

SMU's state-of-the-art fitness facility offers climbing walls, basketball, soccer and racquetball courts, an indoor walking/running path, indoor and outdoor pools, outdoor recreational resources, and exercise machines and equipment.

- Free exercise classes are offered throughout the academic year with a membership. Other fee-based services include personal training, group exercise classes, aquatic classes, a personal locker, massages, and equipment rentals.
- Membership is available to faculty for \$15/month and to a spouse or domestic partner for \$25/month.
- Participation in classes and other fitness activities enable you to earn points toward the SMU Wellpower Program.

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Personal & Professional Development

SMU fosters an environment that values continuous learning and professional development by offering a wide array of internal training programs and learning opportunities.

Tuition Benefits: Tuition benefits (undergraduate and graduate programs) are available to full-time faculty at 100% of tuition cost and to a spouse at 63%. After one year of employment, tuition benefits (undergraduate programs) are available for dependent children at 100%.

Tuition Exchange: SMU is a member institution of the Tuition Exchange (TE), a reciprocal tuition award program opportunity for the dependent children of eligible faculty and staff at all TE member colleges and universities. There are currently more than 670 member institutions participating in the program. A dependent child will be eligible to apply beginning the first full term following the first anniversary of the benefit eligible employee's full-time employment.

Professional Development Workshops: The Department of Human Resources offers a variety of on-site workshops on topics such as time management, business writing, and personal development. These workshops are available free of charge to SMU faculty.

Computer Classes: The Office of Information Technology (OIT) offers training for most of the services and software supported by OIT, including SMU's administrative systems, professional development applications (Microsoft Office, Adobe Creative Suite, Blackboard, podcasting, and FileMaker), and statistical and research software (SPSS and other applications). Training is available in several formats including online, classroom (hands-on) and special events.

On-Campus Events

Lectures and Seminars: Throughout the year, faculty and staff are invited to engage with local, regional, national, and world leaders visiting the SMU campus through programs such as the renowned Tate Lecture Series, and soon, the Bush Presidential Center. Many events are available free of charge and, for others, at discounted rates for faculty and staff.

The Arts: The Meadows Museum has become an increasingly notable place to enjoy art and culture over the last decade and is committed to excellence in exhibitions and programming. The Museum houses the most significant collection of Spanish art outside of Spain.

- The Meadows School of the Arts offers a rich schedule of theater productions, as well as dance and musical performances throughout the year. Many events are offered free of charge and, for others, at discounted rates for faculty and staff.

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Sports: Free admission is available to faculty and staff (and one guest) for intercollegiate athletic events including football, basketball, soccer, swimming and diving, and volleyball.

Dart Transit Pass

Ride on Dallas Area Rapid Transit (DART) with the SMU Dart Transit Pass, at a corporate rate greater than half off the individual rate. Avoid traffic and parking hassles and leave the driving to DART.

The DART Transit Pass can be used for the daily commute from certain areas to the SMU campus. The Transit Pass can also be used to get to shopping, entertainment and travel destinations that are easily accessible by public transportation such as NorthPark Mall, Downtown Dallas, Love Field Airport, DFW Airport, the American Airlines Center, the Dallas Arts District, the Dallas World Aquarium, the Dallas Zoo, and many more locations.

For more detailed information, visit the SMU Department of Human Resources website at <http://smu.edu/hr>. If you have additional questions, call 214-768-3311.