

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.

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 25.

- 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.

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.

403(b) Retirement Plan

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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 2022, full-time faculty and staff age 40 or older contribute \$86.58 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.
- Your contributions and SMU matching contributions increase 4% each year.
- 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. This insurance is also available to the spouse and dependent children of eligible retirees.

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

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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.

SMU Wellpower 5k In partnership with MS Health Promotion Management, Wellpower offers this fee-based event in the spring. Faculty and staff may invite their friends and family to participate. The mission of the SMU Wellpower 5k is to promote health and wellness within the SMU community while creating a social connection

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 \$10/month and to a spouse or domestic partner for \$20/month.
- Participation in classes and other fitness activities enable you to earn points toward the SMU Wellpower Program.

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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