



# Highlights of SMU Benefits Programs

## Full-time Faculty

Southern Methodist University offers a competitive total compensation package that includes - in addition 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 dependent children through age 26.

### Medical Plans

Physical examinations, annual physical exams, screenings and immunizations. Preventive mammogram, colonoscopy and prostate screening (typically age-based, but covered if recommended due to family history) are covered. 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.

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

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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.

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