

Baldwin Wallace University offers a comprehensive total compensation package for full-time faculty and staff. The following is a basic overview of benefits for individuals considering employment at Baldwin Wallace. More information can be obtained by contacting the Human Resources and Payroll Services Department at (440) 826-2220. The benefits listed below are subject to change.

**Health and Dental Insurance Benefits**

* BW offers three choices for medical coverage, Traditional PPO plan, Med Flex HMO plan, or a High Deductible Health Plan (HDHP) with HSA Through Medical Mutual of Ohio - Super Med Plus. The University currently pays 80% of the premium cost. Employee premiums are paid with pre-tax dollars. All plans include dental and vision insurance along with prescription drug coverage.
* Flexible Spending Accounts: Full-time employees can shelter up to $3,050 yearly to pay for uninsured medical expenses and $5,000 yearly for dependent care expenses.
* Health Savings Account: Full-time employees that choose the HDHP can shelter up to $3,850 individual or $7,750 family (plus $1000 catch 55+) less BW’s contribution of $750 single or $1,500 family for 2023.

**Paid Time-Off Benefits**

Full-time administrative and full-time support staff are eligible to earn up to:

* 13-15 paid holidays per year
* 12 days sick leave per year
* 2-4 weeks annual vacation
* bereavement leave and jury duty
* parental leave

**Retirement Benefits**

* Social Security: BW contributes 7.65% of all eligible wages in Social Security and Medicare taxes (F.I.C.A.)
* TIAA/CREF: The University provides retirement benefits with the Teachers' Insurance and Annuity Association and its companion University Retirement Equities Fund. A new employee may join the University's 403 (b) plan immediately. The University contributes 7% (1-1-23) of base salary into the plan after the employee has worked for one year and the employee contributes at least 3%.
* Employee contributions are pre-tax, and earnings grow tax-free until withdrawn. In certain cases, 403 (b)s and 401 (k)s from former employers may be rolled over into the University's retirement plan.

**Tuition Waiver Benefits**

* All full-time employees and dependents are eligible at the first semester after hire for a waiver of 100% of tuition for any courses they take at Baldwin Wallace
* The employee can only take 11 or fewer credit hours per semester to receive 100% waiver
* The employee and spouse are also eligible for graduate tuition benefits through Baldwin Wallace University Only at a 92% Discount; but dependent children receive waiver for only undergraduate work
* No family may have more than the equivalent of two persons receiving this benefit at any one time
* Graduate tuition benefits are considered taxable compensation

**Income Protection Benefits**

* Life Insurance: The University pays the full premium for a $50,000 life insurance policy with a $50,000 accidental death and dismemberment rider.
* Supplemental Life Insurance: Full-time employees may purchase supplemental life insurance coverage of up to $200,000. Coverage is also available for spouses, grandfathered domestic partners and dependent children.
* Long-Term Disability Insurance: Long-Term Disability is currently carried through Prudential and premiums are fully paid by the College.
* Short-Term Disability: The University also the pays the full cost of a self-funded Short-Term Disability benefit.
* Workers’ Compensation protection

**Other Benefits**

* All employees are entitled to a ten percent discount for most bookstore purchases
* ID card which entitles faculty or staff member free admission to many events on campus
* Free use of the Student Recreation Center for employee, spouse and dependent children
* Access to a credit union
* Free parking decal (students pay parking fee)
* Ability to purchase meals at various campus dining facilities
* Direct deposit (required as condition of employment)

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