



working days) of combined Childbirth (6 weeks) and Parental Leave (3 weeks) per calendar year.

- [Maternity and Paternity Leave](#) is administered by BlueCross BlueShield of Texas (BCBSTX). This added benefit will provide access to a specialist network, care programs, treatment, advocacy and benefit coordination for those planning a family.
- [Sick Leave](#). This employee-elected benefit helps protect your income and can be used to supplement or offset sick leave if you're unable to work due to illness, injury, or a medical event.
- [Health Plan](#), well below the national inflation average of 7%. SMU has had minimal health plan increases for the last many years, passing on increases to employees at rates well below the national average.

Human Resources will share more details on these added benefits during October's open enrollment period. In the meantime, if you have any questions, please reach out to HR at [hr@smu.edu](mailto:hr@smu.edu).

I hope these benefit enhancements express how strongly SMU values all employees. When taken in totality, SMU's benefit package is incredibly competitive and we commit to continue our biannual review to ensure that remains the case. Thank you for everything you do to make SMU the incredible place we all value.

Sincerely,

Chris Regis  
Sr. Vice President for Business and Finance  
and Chief Financial Officer