

Benefits & Compensation

Benefits and Compensation: The Value of Working at Rice

Benefits

Rice University is committed to providing faculty and staff with a comprehensive and competitive benefits package. Employees and their families have access to benefits and resources, such as quality health care coverage, an employee wellness program, tuition assistance for continuing education, and help in establishing their financial future. The information below is a brief summary of benefits provided and is subject to the terms and conditions of the detailed plan document that governs each individual benefit plan.

Current employees can view more information at the [KnOWledge Café](#)



Benefits at a Glance

Medical
Dental
Vision
Flexible Spending Account & Health Savings Account
Life Insurance
Long Term Care Insurance
Group Legal Plan

Employee Assistance Program (EAP)

Stay Healthy - Wellness at Rice

Paid Time Off and Flexible Work

Inclusive Community - DEI at Rice

Learning and Career Development

OWL Perks

Meaningful Work - Making an Impact

Retirement Benefits

Compensation

Rice University recognizes that competitive compensation is the cornerstone for recruiting, retaining, and motivating a diverse and qualified workforce. To this end, the university's compensation philosophy is to pay all categories of employees at competitive levels established by external labor markets, considering both salary and benefits as a total compensation package.

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