



Employee Benefits Summary

Cornell College employees are central to our mission and community. We strive to support your well-being, professional growth, and work–life balance so you can thrive both on and off campus. This overview highlights the benefits available to eligible employees.

Why Work at Cornell?

- Supportive, close-knit campus community
- Comprehensive health and retirement benefits
- Generous paid time off for staff
- Tuition benefits that support lifelong learning
- Free access to campus events and fitness facilities
- Opportunities for meaningful work that helps students succeed

Benefits overview

Eligibility definition: available to employees who work at least 1,000 hours per year.

Wellness & health coverage (faculty and staff)

- Employee Assistance Program (EAP)
- Health insurance
- Dental insurance
- Vision insurance
- Flexible spending account (FSA)
- Life insurance and AD&D coverage
- Short-term disability insurance
- Long-term disability insurance
- Travel and accident insurance

Work–life balance & campus perks (faculty and staff)

- Free admission to campus events for employees and their families
- Free access to on-campus fitness center
- Use of library facilities and resources

Financial & retirement benefits (faculty and staff)

- 403(b) retirement plan with TIAA



Paid time off (staff)

- Paid vacation: 0–10 years of service: 20 days per year
- Paid vacation: After 10 years of service: 23 days per year
- Paid sick leave: 12 days per year
- Paid holidays: 14.5 days per year

Tuition & educational benefits (full-time faculty and staff)

Eligibility definitions:

- **Full-time faculty:** teaching at least 6 courses
- **Full-time staff:** working a minimum of 37.5 hours per week and at least nine months per year

Benefits include:

- Tuition remission at Cornell for dependents (children or spouses) after two years of full-time employment
- Tuition exchange for dependent children after two years of full-time employment
- Tuition exchange for employees and spouses after two years of full-time employment

Questions?

This summary provides an overview and is not intended to be a complete description of all benefits. For full details or specific questions, please contact the Human Resources department—our team is happy to help.