

**WORK-LIFE
BALANCE**

Employees are the university's greatest asset and are critical to its ability to achieve success on campus and in the community.

- Flexible work schedules with hybrid, remote, on-campus schedules and shift options offered by particular departments.
- Paid annual leave, sick leave, paid volunteer hours, and paid leave during winter break for regular 12-month employees.
- Wellness programs, Big Orange Pantry, and access to community resources.

BENEFITS

Full-time employees are eligible to enroll in the following programs:

- Health
- Dental
- Vision
- Life
- Health Savings Account
- Flexible Spending Account
- Long-term Disability
- Short-term Disability



**LEARNING &
CAREER
DEVELOPMENT**

The UT Knoxville HR department offers several personalized development opportunities for employees across campus.

- Individual career and leadership coaching for career advancement.
- Professional development programs and certification opportunities.
- Training classes, workshops, and conferences.
- Educational Assistance benefits for undergraduate or graduate tuition.
- Robust leadership and life design fellowship cohort programs.

RETIREMENT

All regular, full-time employees participate in one of the State of Tennessee's retirement plans.

- Regular, part-time employees are eligible to join a retirement plan.
- Meetings with an advisor to discuss retirement plans, including the TCRS pension plan, Optional Retirement Plan, and your State 401(k)/457 accounts are available at no cost.

