

Texas Woman's University

Calculation of Fringe Benefits for Budget Planning Purposes

The following information is provided to estimate costs of fringe benefits when additions or adjustments are made to salaries. To determine the cost of benefits, the applicable rate is applied to the annual salary.

Rate	Eligibility
35%	Fully benefits-eligible employees in academic and non-academic units (faculty & staff salaries).
25%	Adjuncts and Graduate student employees.
7.65%	Employees who receive only mandated benefits (primarily, undergraduate students paid from wages).

Further details can be found on the [Human Resources](#) website.