



Honoring the Past, Looking to the Future

Our Founder, John Simmons

John Simmons, 1796—1870, left his boyhood home in Little Compton, Rhode Island in 1814 to become a tailor in Boston. In 1818, he opened a clothing store. By 1844, he was the owner of the largest wholesale clothing business in New England, having revolutionized the menswear industry by offering ready-made suits in standard sizes. With the proceeds of his successful clothing business, Simmons made large investments in prime Boston real estate. When he died in 1870, his will provided for his surviving family—two daughters and two granddaughters—as well as for the founding of an educational institution “to be called Simmons Female College, for the purpose of teaching medicine, music, drawing, designing, telegraphy, and other branches of art, science, and industry best calculated to enable the scholars to acquire an independent livelihood.”

A Legacy of Leadership and Learning

Since our founding as Simmons College in 1899, we have offered a pioneering liberal arts education for undergraduate women, integrated with professional work experience. In 2018, we became Simmons University, and continue to offer the benefits of a small college, including a tight-knit community and small class sizes, while also providing renowned coeducational graduate programs in health sciences, education, liberal arts, library and information science, management, and social work. At Simmons, we value the many dimensions of identity and reflect that in our curriculum, affiliated organizations, and community partnerships. For more than 125 years, Simmons has educated people who share a passion for learning, a commitment to community, and the determination to make a difference.

Simmons employees have been and will continue to be a critical part of this extraordinary journey.

Benefits

While this position is deemed non-benefit eligible there are many benefits and perks that Simmons provides to all employees. Please see the below description of those benefits. You may reach out to Benefits@Simmons.edu with additional questions.

Brown & Brown Medicare Advocacy

Simmons offers confidential Medicare assistance to employees and eligible family members who are approaching age 65 or are already Medicare-eligible. Licensed specialists provide one-on-one guidance to help you understand your options, compare plans available in your area, and choose coverage that fits your medical and financial needs. This voluntary service is provided at no cost and can help you avoid potential late enrollment penalties.

MCPHS Pharmacy Outreach Program

The Massachusetts College of Pharmacy and Health Sciences (MCPHS) Pharmacy Outreach Program provides personalized support to help you understand your medications and reduce costs. Simmons employees can receive no-cost support from pharmacists by calling or setting up an appointment. In

addition to medication screenings and help managing prescription drug costs, the program also offers assistance evaluating Medicare plan options.

Saving for Your Future – Retirement Plans

Simmons University Defined Contribution Retirement Plan

The Simmons University Defined Contribution Retirement Plan offers you the ability to save for your retirement and reach future financial goals. Eligible employees can elect to have 1% - 100% of their earnings deducted pre-tax each pay period, as of your date of hire. Simmons also offers a ROTH option if you would prefer to enroll for post-tax elections. Annual IRS contribution limits apply, including catch-up contribution opportunities for eligible employees based on age and applicable IRS rules. Employees earning above applicable IRS thresholds must make catch-up contributions on a Roth (after-tax) basis.

Roth Contribution Option

You may choose to make Roth (after-tax) contributions to the Simmons Retirement Plan. While these contributions are made after taxes, any earnings grow tax-deferred and may be withdrawn tax-free if certain IRS requirements are met.

Balancing Your Life

Sick Time

Non-benefit eligible employees earn sick time on a monthly basis, you earn 1 hour for every 30 hours worked up to a maximum of 40 hours. There is a limit of up to 80 hours of sick time carryover to the new fiscal year.

Massachusetts Family and Medical Leave (MA PFML)

All employees who live and work in Massachusetts are eligible for MA PFML leave. Medical leave is paid by Simmons at 80% of your past 52-week earnings up to the MA PFML weekly limit and the Family leave is paid through the Commonwealth of Massachusetts.

Employee Assistance Program (EAP)

The EAP provides free, confidential counseling for a wide range of issues, including legal and financial advice, short-term mental health counseling, budget and debt counseling, and much more. All employees are automatically enrolled in this benefit upon hire.

UrbanSitter

Simmons offers an UrbanSitter membership to all employees and students at no cost. UrbanSitter is a digital platform that allows you to manage all your family care needs from any device, 24/7. If you need help with childcare, senior care, pet care, home care, or something in between, UrbanSitter can connect you to the right people.

Tuition Benefits

Once service requirements are met, Adjunct faculty may take undergraduate and graduate courses in the semester they teach. Cost share may apply. Tuition benefits are not provided to any other non-benefit eligible employment types.

Parking Benefits

Simmons offers all employees the option to park on-site at Simmons, at a discounted rate.

Your Simmons ID Card/Fenway Card

Your Simmons ID card serves as your library card to Simmons's Beatley Library and gives you access to a wide variety of services, including free passes to the Isabella Stewart Gardner Museum. This card, also referred to as a Fenway Card, allows eligible employees to prepay for services by opening an account at the Campus Card Services. You can pay for items at the bookstore and food from the Common Ground and the Fens cafeteria with your Fenway Card.

Additional Benefits

Simmons supports employees through additional programs to help balance work and life, including:

- Simmons bookstore discounts and Simmons library access
- Free museum passes
- Access to the Holmes Sports and Fitness Center
- Local hotel discounts
- Auto rental discounts
- Zipcar reduced membership fees
- Bank and Credit Union programs
- Technology discounts
- Canobie Lake Park discounted passes

This document summarizes the benefit programs that are available to benefits-eligible employees of Simmons University. Complete details regarding coverage, eligibility and limitations can be found in the official Plan documents. If there are any discrepancies between the information in this publication, verbal representations, and the Plan documents, the Plan documents will always govern. Simmons University reserves the right to change or terminate these Plans at any time. This publication is not intended to imply a contract of employment.

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