Johns Hopkins University
Benefits Philosophy
Adopted August, 2004

- The university seeks to be the employer of choice by offering a comprehensive and competitive benefits program to meet the needs of its faculty and staff.

- The benefits program should:
  - Provide faculty and staff with flexibility and choice
  - Protect against catastrophic financial loss and hardship
  - Promote continuous learning
  - Encourage higher education for dependent children

- The costs should be affordable for both Johns Hopkins and its employees

- Health benefits should:
  - Emphasize prevention and health maintenance
  - Promote quality of life
  - Support excellence in our knowledge-based workforce consistent with the leadership role of Johns Hopkins in research, teaching and patient care

- The continually changing environment of health care requires that we regularly re-evaluate the benefits program in collaboration with faculty and staff.