Retirement Plan Information

> Arkansas State University benefit-eligible employees hired January 1, 2019, or later participate in the Arkansas State University System Defined Contribution Retirement Plan, which is a 403(b) plan. The plan is administered by Teachers Insurance and Annuity Association (TIAA).

How much does A-State contribute to my retirement?

The University contributes 10%, and each employee contributes 6% to the plan.

How do I change my retirement contribution amounts?

All full-time employees must contribute 6% to the plan. If you would like to contribute more, you can do so by contacting hr@astate.edu.

When am I vested in my retirement plan?

Employees are vested in the plan after 12 continuous months of service.

I was employed before 2019. Can I switch to TIAA?

Employees participating in VALIC (VOYA) or Corebridge may change to TIAA to take advantage of funds with lower expenses. Employees enrolled in ATRS or APERS may not change plans; however, they can make voluntary contributions to TIAA. Contact Human Resources to make this change.

How do I set up my TIAA account?

New employees should set up an account on the TIAA website to designate a beneficiary and make an investment election. New employees who do not enroll before they receive their first paycheck will automatically be enrolled in the TIAA Lifecycle fund, and their beneficiary will default to their estate.

I need to talk about retiring. Who do I contact?

You will need to contact your retirement provider as well as the Human Resources Department.

Additional information regarding your retirement can be found on the ASU System Benefits Page

TIAA Website

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