Welcome To Lehigh University

Lehigh is a premier residential university, annually ranked in the top tier of national research universities. A nondenominational, coeducational, private university, Lehigh’s four colleges and numerous research centers contribute to a vibrant, collaborative academic community that serves undergraduate and graduate students from across the globe.

The university rewards creativity, leadership, and innovation. And our commitment to excellence and intellectual curiosity are the underpinnings of everything we do. These core values also influence our compensation and benefits program for faculty and staff. In addition to competitive salaries, medical, and life insurance, we offer generous retirement contributions and a tuition remission program for employees and their families.

This brochure offers a brief introduction to some, but not all, of the many benefits provided to full-time Lehigh faculty.

For additional information on our benefits, we encourage you to visit the Human Resources website at: http://hr.lehigh.edu/benefits.

Eligibility Information

Effective Dates for Benefits
All benefits included in our Flexible Benefits plan (medical, dental, life, dependent life, long term disability, and flexible spending accounts) are available on the first day of work at Lehigh. Basic life insurance and long-term disability insurance are effective on that first work day. Active enrollment is required for participation in a medical plan, dental insurance, flexible spending accounts and supplemental and dependent life insurance. Coverage is effective on the date the on-line enrollment process is completed, provided it is completed within 30 days of the first work day.

Lehigh’s retirement plan is available to all faculty on the first work day. There is a three-year vesting period for Lehigh’s contributions to the plan. Enrollment in the plan is required to establish control of the account.

Tuition benefits are effective with the semester after beginning employment. All other benefits are effective on the first work day.

Domestic Partner Coverage
Lehigh University provides the same benefits to same and opposite sex domestic partners as we do for spouses of our employees. A simple registration process is required to establish eligibility.

Faculty members should be aware that the benefits provided may be considered taxable income to the employee. In addition, tuition benefits offered by Lehigh Valley Association of Independent Colleges (LVAIC) member institutions are governed by the policies of each school.
Tuition Benefits
Lehigh contributes to a retirement plan for all salaried employees (faculty and staff) who are scheduled to work at least 1,000 hours per year. The plan includes a base contribution from Lehigh as well as a matching incentive. The base contribution is dependent on years of service: Less than 3 years: 3% to 5 years: 6%; more than 5 years: 8%. The matching rate is 50% of an employee’s voluntary contributions up to 6%. There is a three-year vesting period for all employees.

Credit Union
The Bethlehem 1st Federal Credit Union provides services to all salaried faculty members at Lehigh. Services include payroll deduction, savings and checking accounts, personal loans, and home equity loans.

Home Purchase Incentive Program
Lehigh offers a forgivable loan of 10% of the mortgage amount up to a maximum of $7,500 to faculty members who purchase homes in the Bethlehem neighborhoods immediately surrounding campus or up to $5,000 in a broader geographic area of South Bethlehem. Faculty who work at least 75 percent of a full work schedule are eligible for the program, which is run in partnership with Wells Fargo Bank. For details, go to https://hr.lehigh.edu/node/96.