

Lehigh University

Benefits Philosophy Statement

Lehigh University believes that a healthy and secure workforce is best able to contribute to the accomplishment of the University's mission. The University provides a portfolio of benefits to benefits-eligible* employees to address their differing needs throughout the various stages of their Lehigh careers. The overall benefits package is designed to:

- Support wellness, work-life balance, and lifelong learning;
- Provide for basic financial security in retirement;
- Protect employees and their families from unanticipated financial hardship due to unemployment, illness, disability, or death; and
- Provide access to group savings opportunities made available as a result of membership in the University's employee population.

The benefits program will be administered in a manner that reflects Lehigh's Core Values, sound financial management, regulatory compliance, and consistent application of benefit policies at all times.

Guiding principles of the benefits philosophy include the commitment to:

- Maintaining the competitiveness of our benefits package relative to both regional employers and a comparison group of higher education institutions;
- Delivering benefits of the highest quality and value at a competitive cost for both the University and our employees;
- Balancing the needs and interests of individual employees, employees with families, and the University to support the entire Lehigh community in the most equitable manner possible;
- Providing choice and flexibility, where feasible, to permit employees to customize their insurance coverage to fit their individual needs;
- Providing benefits information, resources, and counseling that enable employees to make informed choices about their benefit options;
- Encouraging employees to access available resources, ask questions, and seek counseling for optimum selection and utilization of their benefits, relative to their individual situations;
- Sharing the costs of the overall benefits package through a combination of University and employee contributions, in a manner that supports fiscal responsibility;
- Proactive monitoring of the internal and external environment to develop timely and appropriate modifications to maintain the relevance and effectiveness of the benefits program offerings;
- Communicating with and engaging the campus community in meaningful discourse about required and/or recommended changes to the benefits program.

* For clarification of who has "benefits-eligible" employee status, visit the Human Resources website at: http://www.lehigh.edu/~inhro/benefits_eligibility.html.