At Harvard University we are invested in attracting and retaining the world’s best faculty – scholars like you who help us deliver on our mission of excellence in teaching and research and who are committed to advancing new ideas and promoting enduring knowledge. Without a doubt, the quality of our faculty is what makes Harvard one of the world’s leading academic institutions.

For this reason, we provide a program of benefits that addresses the specific needs of our faculty. This brief summary serves as a convenient reference guide to the wide spectrum of benefits and other resources available to Harvard faculty members. In addition to program highlights, we have also included resources and contact information (see back panel) for the Human Resources benefits consultants connected to each School at the University. These individuals can help you to take full advantage of all that is offered.

Benefits that Matter: Our Program for Faculty

Harvard University offers faculty a comprehensive package of benefits and perks that, along with compensation, is competitive with the very best of our peer institutions. As a member of the faculty at Harvard, you have access to an array of benefits, services, and facilities to help keep you and your family healthy, assist you with housing and transportation needs, and support you with finding and financing child care. Harvard also provides resources to help you balance work and personal responsibilities. Even your Harvard ID has its benefits, providing you with access to world-class libraries and museums, as well as discounts for recreational and cultural activities in the Cambridge/Boston area.

What’s Inside

Inside this brochure you will find a comprehensive overview of the benefits and services available to eligible Harvard faculty. Benefits eligibility is determined by title and/or full-time versus part-time status. Please contact your local Faculty Affairs Office for confirmation of eligibility, as rules may vary by School.

The information provided in this brochure is intended to help you and your family take full advantage of the benefits that matter most, including health care, disability and life insurance protection, retirement savings, and a variety of other services that may be critical to your individual circumstance. In certain cases, we have highlighted elements of your benefit program that differ from those offered to staff or other members of the Harvard community. Throughout, we have listed the appropriate contact information so you can speak directly with the plan experts.
OVERVIEW OF BENEFITS

Medical, Dental and Vision Benefits

Quality and affordability are the hallmarks of Harvard’s broad and comprehensive coverage. The University offers highly subsidized medical coverage, and our top-rated providers offer extensive networks including the region’s award-winning hospitals. The University provides you with a choice of medical plans, including two HMO options and two POS options from Harvard Pilgrim Health Care (HPHC) and Harvard University Group Health Plan (HUGHP), and a PPO option from HPHC for faculty who live out-of-state.

More than 96% of Massachusetts dentists participate in our dental program, providing full coverage for preventive care and substantial coverage for other dental services including orthodontia for covered dependents under age 19. The University provides coverage through the Delta Dental PPO Plus Premier plan. Harvard’s comprehensive vision care, offered through Davis Vision, a leading national provider, provides coverage for in-network vision exams, eye wear and contact lenses as well as discounts for out-of-network services and products.

When you enroll in medical, dental and vision coverage you pay through pre-tax payroll deductions. Dependent children are covered until age 26.

Long-Term Disability (LTD)

This optional, contributory program pays 60% of your pre-disability salary, tax free, if you are unable to work for more than 180 days due to a covered illness or injury, thus helping you to meet your financial commitments in a time of need. Eligibility for medical, dental, vision and life insurance through Harvard continues, and you continue to accrue service and receive retirement contributions.

Life Insurance

Harvard offers life insurance programs to help your beneficiaries pay expenses if you die or become terminally ill, including free basic and optional supplemental life insurance, an accelerated life insurance benefit and free business travel insurance coverage. The University pays the full cost of basic life insurance equal to one-half your annual base salary. Supplemental coverage may be purchased at favorable rates for up to 5x annual base salary.

Long Term Care (LTC) Insurance

This optional insurance offered through Genworth can help you and your family protect financial assets and preserve a wide range of care possibilities should you or insured family members require a nursing home stay or at-home care due to a chronic illness or disability. Harvard’s LTC coverage may also be available to your spouse/domestic partner, adult children and step-children, siblings, parents and some other family members.

Flexible Spending Accounts (FSAs)

Flexible Spending Accounts (FSAs) offer significant tax savings by allowing you to set aside money on a pre-tax basis for eligible medical, dental, and vision care expenses and dependent care expenses.

Health FSA: You can set aside up to $2,500 in 2013 on a pre-tax basis to pay for eligible out-of-pocket health care expenses. Eligible expenses can include copayments for office visits and prescriptions, glasses, and deductibles related to out-of-network coverage.

Dependent Care FSA: This FSA helps you manage predictable expenses for the care of a dependent child up to age 13 or a dependent adult so that you (and your spouse/partner) may work, attend school, or seek employment. You can set aside up to $5,000 per year on a pre-tax basis to pay for eligible expenses.

Work / Life Balance

Child Care: When you come to work each day, you don’t stop being a parent. Harvard offers an array of resources to make that balancing act easier. The University hosts six on-campus child care centers and offers a range of programs and services that include: substantial scholarship programs for child care, access to a dependent-care Flexible Spending Account (FSA), access to back-up child care, discounts on nanny-placement services, and a web portal for finding Harvard student babysitters.

Faculty may be eligible to apply for one of two child care scholarship programs: one for Ladder Faculty with children under age 6, and one for all faculty members with children under age 13.

Elder/Adult Care: For those caring for elders or other dependent adults, Harvard offers support through consultation and financial subsidy of in-home back-up care.

Back-up Care: Harvard offers access to a range of programs that provide back-up care services, including in-home back-up child care and eldercare, and on-campus school vacation camps.

Employee Assistance Program (EAP): Harvard’s EAP offers free, confidential help with personal, family, and work-related issues. Faculty and their household members can receive consultation and referrals for mental health issues, work stress, legal and financial questions, family issues, and elder care/adoption/child care questions. Call 877-327-4278 to reach the EAP.

Personalized Referral Service: Through Harvard’s EAP and other services, you can locate resources nationwide for in-home, center-based, and campus-based regular and back-up care for children, elders, and other adults.

Birth and Adoption: In addition to the unpaid leaves allowed by the Family and Medical Leave Act of 1993 (FMLA), there are School-specific policies for faculty having children.

Harvard Adoption Assistance Program: Harvard reimburses up to $5,000 for expenses related to adoption.

Transportation

Harvard provides a variety of programs and benefits to make it easier to get between home and work, whether you drive or are interested in alternative options. Commuter planning services can help you get started, along with services like carpool matching. Additionally, some Schools arrange for access to fee-based parking spaces for faculty members.

The University provides group discounted auto insurance and a 50% subsidy on public transit passes (in addition to the advantage of pre-tax payroll deductions for passes). You can also join the national car-sharing service, Zipcar, at a discounted rate.

Retirement Planning and Benefits

Harvard offers generous benefits to help you build long-term savings and a source of income after you retire from the University. A Pre-Retirement Planning program is offered several times a year at no cost. You can register for these sessions on HARVie, the Harvard intranet for employees.
Faculty Retirement Plan: Each month, the University contributes a percentage of salary. Full vesting in the plan occurs after three years. The full cost of the Retirement Plan is paid by Harvard.

- For those under age 40, the University contributes an amount equal to 5% of salary up to the Social Security wage base, and 10% of salary above the Social Security wage base ($113,700 in 2013).
- For those age 40 and over, the University contributes an amount equal to 10% of salary up to the Social Security wage base, and 15% of salary above the Social Security wage base.

Tax-Deferred Annuity (TDA) Plan: You can supplement your Faculty Retirement Plan benefits by contributing a portion of salary to a TDA on a pre-tax basis. You will pay no federal or state taxes until you withdraw your funds.

457(b) Deferred Compensation Plan: Those who earn a base salary of $200,000 or more (for 2013) may set aside additional savings in this plan.

Post-Retirement Health Benefits: At the time of retirement, Harvard provides a choice of retiree medical plan options as well as dental coverage for eligible faculty members, their spouses/partners and eligible dependents. To be eligible for retiree medical and dental coverage, you must meet certain age and service requirements at retirement.

Housing, Banking and Home and Education Loan Services

Real Estate Advantage Program: Personalized service when buying or selling a home, including guidance on process and local housing markets and cash-back at closing.

Home Mortgage Financing: Purchase, refinance, and home equity loans are available through the University’s preferred mortgage lender program with interest rate discounts and reduced closing fees.

Educational Loan Plan: Tenured faculty members are eligible to apply for interest-free loans. Loans cover the room, board, and tuition costs of a faculty member’s spouse or dependent at accredited colleges and universities, for both college and graduate school.

Harvard University Credit Union: Mortgages, checking and savings, auto loans, credit cards, and other financial services at a non-profit organization.

Faculty can also locate housing with a Harvard ID through the Harvard Housing Office’s listings of homes for rent and sale.

Athletics, Recreation, and Wellness

Harvard Athletics and Recreation: Convenient, affordable fitness and recreational opportunities for you and your family in state-of-the-art facilities, as well as classes like Pilates, yoga, and spinning. Fitness benefits vary at HMS/HSDM, HSPH, and HBS, with additional discounts, facilities, and support.

Center for Wellness: Courses and workshops in stress management, nutrition, and meditation and complementary therapies like massage and acupuncture at competitive rates for all Harvard affiliates (discounted even further for HUGHP members).

Harvard’s medical plans, HUGHP and HPHC, provide a reimbursement of up to $150 each year toward eligible health club membership.

Cultural Access and Discounts with Your Harvard ID

Outings & Innings (O&I): Harvard’s window to culture and recreation with discounts on movies, music, theater, and tickets to local sports. You will find information on many other discounts the University has negotiated with local vendors on O&I’s website.

The Technology Products Center: Discounts on computers, software, and peripherals.

Your Harvard ID provides: Free admission to world-renowned museums, including the Boston Institute for Contemporary Art (ICA). Access to cultural and leisure activities including discounts on theatre, dance, travel, dining, shopping, and personal services, such as tax preparation, dry cleaning, massage, and more.
Contact Information
continued...

Work/Life Liaison
(Longwood Campus only)
Phone: 617-432-7448
Child Care @ Harvard
www.childcare.harvard.edu
The WATCH portal
www.watch.harvard.edu/
Employee Assistance Program
Phone: 877-EAP-HARV (877-327-4278)
Faculty of Arts and Sciences
Work/Life Consultant
Phone: 617-495-4275
Transportation
Commuter Choice Program
Phone: 617-384-RIDE (617-384-7433)
www.commuterchoice.harvard.edu
Cambridge and Allston Campus Parking Service
Phone: 617-495-3772
www.uos.harvard.edu/transportation/parking/
Longwood Medical Area Parking
617-432-1111
parking.med.harvard.edu
Housing, Banking, Home and
Education Loan Services
Faculty Real Estate Services
Phone: 617-495-8840
www.facultyrealestate.harvard.edu
Mortgage and Educational Loan Office
Phone: 617-495-5626
Athletics, Recreation, and Wellness
Harvard Athletics and Recreation
Phone: 617-495-3454
www.gocrimson.com
Bodyscapes Wellness Benefit
For HMS/HSDM faculty only
Phone: 617-738-9229
Harvard University Health Services
Phone: 617-495-5711
huhs.harvard.edu
Cultural Access and Discounts
with Your Harvard ID
Outings & Innings
Phone: 617-495-2828
outingsandinnings.harvard.edu
Harvard University Art Museums
Phone: 617-495-9400
www.harvardartmuseums.org
Harvard University Museum of Natural History
Phone: 617-495-3045
www.hmnh.harvard.edu
The Arnold Arboretum
Phone: 617-524-1718
www.arboretum.harvard.edu
Observatory Nights
Phone: 617-495-7461
www.cfa.harvard.edu/events/mon.html
Technology Products Center
Phone: 617-495-5450
huit.harvard.edu/technology_sales

ADDITIONAL RESOURCES
In addition to the benefits information highlighted on pages 2 and 3, you may find the resources listed below helpful. For new hires, once employed, you will have access to HARVie, the Harvard intranet for employees (www.harvie.harvard.edu). More information can be found online at Employment@Harvard (employment.harvard.edu), the Harvard home page (www.harvard.edu), and the Harvard University Gazette (www.news.harvard.edu/gazette).

Office of Faculty Development & Diversity
Harvard’s Office of the Senior Vice Provost for Faculty Development and Diversity (FD&D) works closely with colleagues in the Provost’s Office, Deans, faculty and staff leaders across all Schools to aid in the recruitment, hiring, development, promotion, and retention of faculty in all departments.
http://faculty.harvard.edu

Harvard Faculty Club
Fine dining, comfortable overnight accommodations, reasonable prices, and personalized attention make the Faculty Club one of the most inviting establishments in the area.
Phone: 617-495-5758
http://www.hfc.harvard.edu

WATCH Portal
The WATCH Portal connects parents and caregivers within the Harvard community: Harvard faculty, students, and staff (as well as high school and college students who live with faculty and staff). You may also use the Portal to find pet sitters, house sitters, help with yard work and more.
www.watch.harvard.edu

HUMAN RESOURCES BENEFITS CONSULTANTS BY SCHOOL

Faculty of Arts and Sciences; Divinity School; Graduate School of Education
Vicki Donovan | 617-495-4938 | Victoria_Donovan@harvard.edu

Law School
Deborah Hawkes | 617-496-4139 | Deborah_Hawkes@harvard.edu

Kennedy School of Government; School of Engineering and Applied Sciences
Lisa Hoppie | 617-496-1990 | Lisa_Hoppie@harvard.edu

Graduate School of Design; Dental School; Medical School; School of Public Health
Sarah Nicholson | 617-495-2767 | Sarah_Nicholson@harvard.edu

Harvard Business School
Elizabeth Rich | 617-384-5006 | Elizabeth_Rich@harvard.edu

Harvard Libraries
Information on how to access Harvard’s libraries.
Phone: 617-495-4166
http://lib.harvard.edu

Faculty Geomap
The Harvard Faculty Geomap is a map-based address book and networking tool for eligible Harvard faculty. The Geomap shows the physical location of participating Harvard faculty members by their home address and provides them with the ability to search for colleagues by pre-specified attributes, such as their Harvard School, commuting preference, home country, and personal interests. Participants can also form social networks by e-mailing peers.
www.faculty.harvard.edu/geomap

The information in this document is intended to highlight features of the Harvard University benefit plans. In all cases, the actual provisions of each benefit plan will govern if there is any inconsistency between this general summary and Harvard’s formal plans or contracts. The University reserves the right to change or terminate the benefits described here in its sole discretion.