



YOUR
BENEFITS
YOUR
CHOICES

Employee Benefits



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In addition to offering an environment that encourages a love of learning and celebrates the diversity of its community, Dartmouth College is an “Employer of Choice” that provides a competitive benefits and compensation package to its faculty and staff.

At Dartmouth, you have the opportunity to make the health and retirement plan choices that are right for you. And whether it's attending a performance at the Hopkins Center for the Arts, having access to a world-renowned library system, or receiving tuition reimbursement, you'll find working at the College to be rewarding in many different ways.

Medical Plans

Dartmouth offers three different health plan choices covering medical needs ranging from catastrophic expenses to preventive and routine care. You can elect either the Indemnity plan; Preferred Blue, a Preferred Provider Organization (PPO) plan; or Blue Choice, a Point-of-Service (POS) managed care plan. All plans are administered by Anthem Blue Cross and Blue Shield of New Hampshire.

Dental Plans

Dartmouth offers Northeast Delta Dental's Premier Dental plan. The plan provides preventative, restorative, and prosthodontic coverage. Orthodontia is not covered.

Prescription Drug Coverage

Each of the three medical plans offers coverage for generic, formulary, and non-formulary prescription drugs.

Vision Care

The PPO plan provides coverage for an eye exam every two years for individuals over 19 years of age. The POS plan provides coverage for an annual eye exam as well as reimbursement for frames, lenses, and contacts.

Disability Plans

Dartmouth offers qualified employees long-term disability coverage. Short-term disability benefits, replacing salary for medically certified disabilities and childbirth, are also available to eligible employees.

Life Insurance

Life insurance is available to eligible employees and is administered by MetLife.

Dependent Life Insurance

Employees can also elect dependent life insurance. The coverage amounts are \$25,000 for spouse or same-sex domestic partner and \$10,000 for each child.

Travel Accident Insurance

Employees are insured for accidental death and dismemberment insurance, with a life benefit of \$750,000, while traveling on College business. Additionally, the College provides supplemental Scheduled Air Business Travel accidental death and dismemberment coverage with a life benefit of \$750,000.

Interest-Free Loans

The College offers interest-free loans to eligible employees for emergency situations.

Medical and Dependent Care Flexible Spending Accounts (FSA)

A tax-deferred account can be established for up to \$5000 per household for dependent care FSA and up to \$5,000 per employee for medical care FSA in the calendar year. Eligible employees can use a Flex Spending Debit Card to pay for eligible services not covered by medical or dental insurance. Eligible day care expenses may be reimbursed through the dependent care account.

Health Savings Account (HSA)

A tax-advantaged medical savings account available to employees who are enrolled in a High Deductible Health Plan (such as the Indemnity plan). Funds contributed to the account are not subject to federal income tax at the time of deposit and the funds roll over and accumulate year to year if not spent.

Long-Term Care

A long-term care plan is available to employees through CNA Insurance Company.

Retirement Plan

Dartmouth makes regular, age-based retirement contributions. No contributions are required from the employee. There are three companies in which to invest the contributions: Calvert, Fidelity, and TIAA/CREF. Employees are vested in this plan after three consecutive years of service in a benefits-eligible position.

Supplemental Retirement Account

Employees are encouraged to make voluntary tax-deferred contributions to a Supplemental Retirement Account (SRA). These voluntary contributions belong solely to the employee—no vesting schedule applies.

Paid Parental Leave

Birth mothers are entitled to two weeks of paid leave, in addition to their six weeks of paid maternity leave (administered through the short-term disability program). Spouses, partners, and adoptive parents are also eligible for two weeks of paid parental leave. This leave may be taken immediately following birth or adoption or at any time during the first year of becoming a parent. Leave may be taken all at once, intermittently, or incrementally, with prior supervisory approval.

Paid Bereavement Leave

Employees are entitled to five paid days off in the event of the death of an immediate family member.

Adoption Benefit

Full-time eligible employees can be reimbursed up to \$5,000 for expenses related to the adoption of a child.

Faculty/Employee Assistance Program (F/EAP)

F/EAP is a free, confidential, professional counseling service available to Dartmouth College faculty and staff and their families. Annually, up to eight counseling sessions can be scheduled at a time convenient for the individual.

Paid Time Off

Regular, nonexempt employees are eligible for personal leave, which provides paid time off for personal reasons or illness. Union employees receive leave based on the terms of their union contract.

Regular, nonexempt, nonunion employees are credited at the beginning of each fiscal year (July through June) with vacation based on their years of continuous service. Regular, exempt employees are credited with 22 days of vacation at regular pay at the beginning of each fiscal year, prorated for new employees. Union employees are credited with vacation based on the terms of their union contract.

Regular employees are eligible for the College's eight paid holidays. In addition, regular employees receive paid time off for Winter Break, the period between Christmas and New Year's Day.

Fitness Reimbursement

Employees participating in any Dartmouth employee health insurance plan can receive up to \$200 reimbursement for the cost of joining a participating health club.

Tuition Reimbursement

After one year of employment, regular employees are eligible to participate in Dartmouth's tuition reimbursement programs (the Tuition Assistance Program [TAP] and Tuition Grant-in-Aid).

Employee Discounts

The "DPerks" Dartmouth College Employee Discount Program offers discounts on a variety of goods and services from local area merchants. Additionally, employees receive discounts at College-affiliated organizations such as the Dartmouth Riding Center, the Dartmouth Skiway, the Hood Museum Gift Shop, and the Hopkins Center for the Arts. Dartmouth employees receive discounts on membership and dues at the River Valley Club, a fitness center in nearby Lebanon, New Hampshire.

Athletic Facilities

With applicable fees, employees have access to Dartmouth's athletic facilities, including the Alumni Gymnasium, the Leverone Field House, and the Alexis Boss Tennis Center. The College's recently renovated Fitness Center is the largest centralized fitness area in the Ivy League.

Libraries

Employees have onsite access and borrowing privileges for the collections in all Dartmouth libraries.

After Hours

After Hours is a program jointly sponsored by the Office of Human Resources departments of Dartmouth College and the Dartmouth-Hitchcock Medical Center. After Hours provides employees with opportunities to get acquainted and participate in social, recreational, and cultural activities.

ArtWorks

ArtWorks is Dartmouth's employee arts festival. It features exhibits and performances by faculty and staff.