Benefit Programs

The following is a brief summary of the benefit plans offered to benefit-eligible faculty, administrators and support staff at Widener University. New employees receive a complete packet of materials providing detailed information on each plan.

Health Care Plan Options

Benefit-eligible employees may select from the following:

- Health Maintenance Organization (HMO) plan
- Point of Service (POS) plan (Chester, Delaware & Exton Campuses only)
- Preferred Provider (PPO) plan
- Preferred Provider (PPO) High Deductible Plan (Chester, Delaware & Exton Campuses only)

The cost for each plan varies in accordance with the coverage option selected. Coverage for the employee only in the HMO plan is provided at no cost to the employee.

Benefit-eligible employees may elect not to participate in one of the above medical plans and, upon submission of proof of other coverage, will receive cash-in-lieu of participation.

Health and Dependent Care Spending Accounts

The University offers benefit-eligible employees the opportunity to establish a health care and/or dependent care savings account. This account allows employees to set aside pretax dollars to help offset medical costs not reimbursed by insurance plans as well as costs incurred for dependent care.

Life and Accidental Death and Dismemberment Insurance

Group term life and accidental death and dismemberment insurance is provided to benefit-eligible employees in the amount of one and one-half times their annual earnings to a maximum of $150,000 at no cost.

Long Term Disability

The University provides benefit-eligible employees with long term disability insurance at no cost. Long term disability provides employees with 60% of their monthly earnings to a maximum monthly benefit of $12,000 after an employee has been disabled for 90 consecutive days.
Pension Plan

Upon completion of eligibility requirements, employees may elect to participate in the University’s 403(b) pension plan. Employees may select investment options offered through TIAA-CREF and/or Vanguard. Upon completion of eligibility requirements, the University will contribute a base contribution to the employee’s account equal to 5% of base salary. Additionally the University will match the employee’s contribution up to 5%.

Tuition Remission

Upon completion of any required waiting periods, employees are eligible to apply for a tuition remission benefit for any course offering at Widener University at the associate’s, baccalaureates or masters level. In addition, upon completion of any required waiting periods, tuition remission benefits will be granted to spouses, domestic partners and dependent children who meet admission requirements for undergraduate courses leading toward a baccalaureates or associate’s degree at Widener University; spouses or domestic partners of employees with a least three years of full-time service are eligible for tuition remission up to the cost of the masters’ level for graduate courses (with the exception of the Law Schools) offered through Widener University. Employees are eligible for partial tuition remission benefits for themselves for doctoral level courses. The amount of the tuition remission will be limited to the cost of a master’s level course for the program in which they are enrolled. The employee will be responsible for paying the cost of the differential between the master’s and the doctoral tuition for the course.

Tuition Exchange

The University participates in two tuition exchange programs, Tuition Exchange, Inc. and the Council of Independent Colleges (CIC) Tuition Exchange Program. Eligibility for consideration varies by job classification.

Vacation and Sick Leave

Vacation and sick leave accrual varies by position and service.

Wellness Center

Employees have access to a fully equipped fitness center conveniently located on the Chester campus.