

## **Benefits for Academic Appointments at AUB (for faculty in the rank of Instructor)**

**Benefits:** (check the AUB's Policies on Benefits and Allowances for Academic Personnel at URL: <http://pnp.aub.edu.lb/university/academic/bluebook/>)

- a. **Educational Allowances:** After serving for two consecutive years in the rank of Instructor, AUB covers the incurred expenses of tuition fees of your children from KGI to BA/BS degree, but in no event shall the total payment for all reimbursable expenses exceed the amount of the tuition fees of IC or ACS for education in schools, and the tuition fees of AUB in similar field of study for university education per eligible student.
- b. **Annual Leave:** You are eligible for a month of paid annual vacation
- c. **Health Insurance:** You are eligible to join the Health Insurance Plan of the University after completion the pre-employment physical examination at the University Health Services.
- d. **Retirement Plan:** You are eligible to join the retirement plan A if you are an American citizen or a US Green Card holder, and you are required to contribute 5% of your floor income and AUB will contribute 10% of your floor income as well. If you are non-American or not a US Green Card holder, then you are eligible to join pension plan B, and you are required to contribute 5% of your floor income and AUB will contribute 12.5% of your floor income towards your pension.
- e. **Life Insurance:** You are eligible to apply for a free of charge life insurance with an indemnity equivalent to your floor income of two years. You may opt to upgrade the indemnity for a fee.
- f. **Other Benefits:** You are also eligible for reimbursement of cost of 1 trip per year to attend or present your work at international conference or workshop, and to \$ 500 per year to cover your annual membership fee in professional society.

## **Benefits that you will become eligible for once you get promoted to Assistant Professor**

- a. **Housing:** You are eligible to benefit from on-campus or off-campus housing facilities for a maximum period of 13 years, 7 years of which are on-campus, and 6 years off-campus. On-campus housing facilities is extremely limited and can be provided upon availability. Standard furniture loan will also be provided.
- b. **Home Leave:** If your home at the time of hiring is not Lebanon, you will be eligible for home leave following completion of three years of continuous active service provided you are re-appointed for an additional period of service of not less than two years. Home leave includes a month of paid vacation in addition to travel allowance equals the basic air fare for a round trip ticket between Beirut and your home for you and your accompanied spouse and children.