

NEW YORK UNIVERSITY ABU DHABI

COMPENSATION AND BENEFITS

The exceptional place for exceptional people

جامعة نيويورك أبوظبي



NYU | ABU DHABI



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YOUR COMPENSATION

NYU ABU DHABI PROVIDES COMPENSATION AND BENEFITS FOR YOU AND YOUR DEPENDENTS. IN ADDITION, THE UNIVERSITY PROVIDES HEALTH SERVICES, SPORTS FACILITIES, AND ACCESS TO WORLD-CLASS ARTS AND CULTURAL EVENTS THAT WILL ENHANCE YOUR LIVING EXPERIENCE AND WELFARE.

YOUR COMPENSATION

YOUR COMPENSATION

NYU Abu Dhabi provides a competitive and equitable remuneration package, which serves to attract, retain, and motivate high-performing employees.

We provide compensation through your base pay/salary. For eligible employees, there is a competitive housing allowance, and a transport allowance complemented with an extensive benefits package that may include dependents' educational assistance and home travel. These allowances and benefits vary and will be stated in an employee's individual contract of employment.

BASE SALARY

NYU Abu Dhabi's compensation philosophy is guided by the education and general industry market in both the United Arab Emirates (UAE), Gulf Cooperation Council (GCC), region and the United States (US). Both the standard and regional allowances, and all benefits are designed to be comparable with global practices and peer institutional offerings, as well as being competitive regionally for all levels.

HOUSING ALLOWANCE

Allowances are available for eligible employees and dependents to live either on campus or within the city of Abu Dhabi. Housing allowances are enough to give you the option of shoreline or city living.



ABU DHABI IS AN ISLAND WITH EXTENSIVE OPPORTUNITIES TO RENT OR BUY PROPERTIES IN THE CITY OR BY THE SEA

TRANSPORTATION ALLOWANCE

Eligible employees can claim a transportation allowance to assist with local travel within the city.



THE UNIVERSITY AND THE CITY ARE SERVED BY A NETWORK OF UNCONGESTED HIGHWAYS





BENEFITS FOR YOU
AND YOUR DEPENDENTS



BENEFITS FOR YOU AND YOUR DEPENDENTS

NYU Abu Dhabi has established a comprehensive package of benefits for employees and their dependents. They include the following:

HOME LEAVE TRAVEL

We provide home leave travel allowances on a monthly basis for eligible employees to assist with the costs of flights to your home country and/or other discretionary travel based on IATA rates.

RELOCATION SUPPORT

Inbound

If you're recruited from outside the UAE then you'll be eligible to an allowance to help you move possessions from the country from which you were recruited.

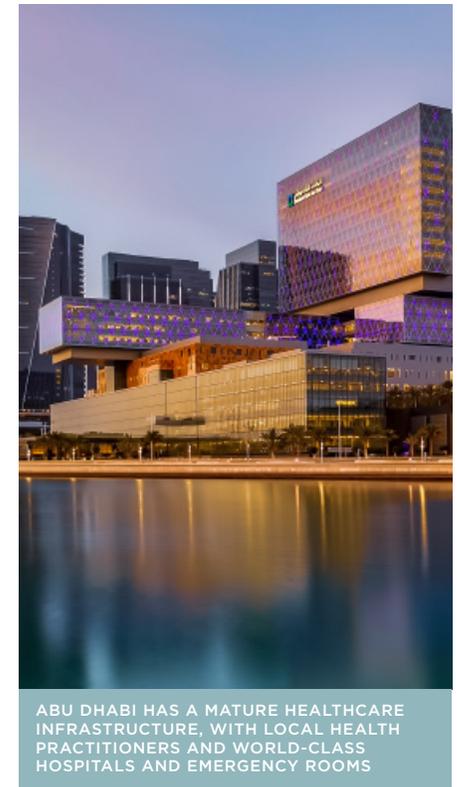
Outbound

When you leave employment with NYU Abu Dhabi, you'll receive repatriation support (travel/shipment) based on applicable policy eligibility.

HEALTHCARE PLANS

Eligible employees of NYU Abu Dhabi may enroll in one of the University's comprehensive healthcare plans, which consist of medical, dental, and vision coverage. Eligible family members may also enroll under your elected plan.

Employees traveling on NYU Abu Dhabi-related business are eligible for international travel insurance.



ABU DHABI HAS A MATURE HEALTHCARE INFRASTRUCTURE, WITH LOCAL HEALTH PRACTITIONERS AND WORLD-CLASS HOSPITALS AND EMERGENCY ROOMS

PRIMARY HOSPITALS INCLUDE:

- CLEVELAND CLINIC ABU DHABI
- NMC SPECIALTY HOSPITAL ABU DHABI
- MEDICLINIC AL NOOR HOSPITAL
- DANAT AL EMARAT HOSPITAL FOR WOMEN & CHILDREN
- BURJEEL DAY SURGERY CENTER
- MAFRAQ HOSPITAL
- LLH HOSPITAL ABU DHABI
- NMC ROYAL HOSPITAL KHALIFA CITY

BENEFITS FOR YOU AND YOUR DEPENDENTS

EDUCATION ASSISTANCE

Private school fees

The Private School Fee Payment benefit is intended to assist with the cost of sending the children of eligible employees to a school recognized by the Ministry of Education within the UAE.

If you're eligible for this benefit, payment will be made either directly to the school, or through reimbursement to the employee, subject to a maximum cap per family/ household as indicated by the policy.



Private School Support Covered Costs

NYU Abu Dhabi will cover the cost of application, registration, tuition, examination fees, and course books for your children from the age of three through grade 12 (year 13 in the British system), enrolled in schools recognized by the Ministry of Education within the UAE. All other costs – including extracurricular activities, uniforms, IT equipment, summer/winter camps, private tuition, and transport – are the responsibility of the employee.

NYU tuition remission

Our Tuition Remission Program enables the spouse/eligible non-spouse and dependent children of eligible employees to benefit from the educational opportunities we offer at NYU, subject to an eligibility criteria. This program will pay a percentage of the tuition fees for eligible university courses; however, it does not cover any extra fees, such as late fees, or room and board.

Portable tuition remission

The University also has a portable tuition remission program for dependent children of NYU Abu Dhabi employees studying undergraduate courses outside of NYU, subject to eligibility criteria and a maximum cap.



ABU DHABI HAS MANY INTERNATIONALLY RECOGNIZED SCHOOLS TAKING IN STUDENTS FROM KINDERGARTEN TO GRADE 12



PENSION AND RETIREMENT PLANS

Saving for your retirement is something many people don't do, even though financial experts tell us one of the most important components in building a financially secure future is personal savings. We provide retirement plans in lieu of an End of Service Benefit/Gratuity Scheme.

US citizens and legal permanent US residents

If you're a US citizen and legal permanent US resident, you may be able to join one or more of the following plans: NYU Retirement Plan (403(b) Defined Contribution Plan), and/or Section 457(b) Deferred Compensation Plan.

UAE and GCC Nationals

NYU Abu Dhabi complies with pension requirements and regulations for UAE Nationals, and the Gulf Cooperation Council (GCC).

Other nationalities

If you are not a UAE National, GCC National, US Citizen, or US Legal Permanent Resident, you may be eligible to join the International Pension Plan (IPP).

INSURANCE (LIFE AND LONG-TERM DISABILITY)

Employees aged 18 to 74

We will provide life insurance coverage for eligible employees, including: loss of life (including accidental death), sickness and disability (short and long-term). Coverage and benefit is subject to medical underwriting requirements. Anywhere in the world, whether at work, on holiday, or travelling, the designated beneficiaries will be paid the insurance benefit.

Employees aged 75 to 77

We will provide life insurance coverage for eligible employees in cases of accidental death. Anywhere in the world, whether at work, on holiday or traveling, the designated beneficiaries will be paid the insurance benefit.

MOBILE DEVICE ALLOWANCE

We provide employees with an allowance to pay for predefined mobile phone and data plans.

ELIGIBLE DEPENDENT CAREER SUPPORT PROGRAM

NYU Abu Dhabi will provide advisory services to eligible dependents of NYU Abu Dhabi employees, to assist them in finding gainful employment within the UAE. We aim to create a platform for candidates to network and benefit from the knowledge and expertise of NYU Abu Dhabi dependents who are currently employed, and from other experienced industry professionals.

TIME-OFF AND LEAVE OF ABSENCE

NYU Abu Dhabi seeks to provide a healthy work-life balance. Eligible employees have time-off plans and leave entitlements including maternity, bonding, personal, workload relief, and others, defined by the policy in the Faculty Handbook and/or non-faculty policies.



YOUR
WELLBEING

YOUR WELLBEING

HEALTH AND WELLNESS

NYU Abu Dhabi believes in a holistic approach to wellness, incorporating mind and body. The University provides a nurturing, challenging, and supportive environment that enables our community to develop physically, emotionally, personally, and socially as part of their wellness journey.

EMPLOYEE WELLBEING PROGRAM

An important part of our mission is to provide a nurturing and stimulating environment that helps develop a campus culture of openness and mutual support. Helping to support the health and wellbeing of our employees is an important element in creating this environment. The NYU Abu Dhabi Employee Wellbeing Program (EWP) is a professional wellbeing and health advisory support service we offer to all NYU Abu Dhabi employees and their family members.



YOUR WELLBEING

ATHLETICS AND FITNESS

NYU Abu Dhabi's full complement of indoor and outdoor fitness facilities ensures our community of students, staff, and faculty can enjoy competitive and recreational sports year round.

- Swimming: our competition swimming pool is at the center of our campus, surrounded by many more modern indoor facilities to keep you fit and having fun.
- Running: indoor 200 meter, four-lane, rubberized track, outdoor 400 meter, eight-lane track. Fields: natural grass (lined for football and usable for rugby), shotput, and discus.
- Racket sports: four outdoor hard courts for tennis, three single squash courts, and two racketball courts.
- Fitness: performance gym with climbing wall and combative studio.



THE ARTS CENTER AT NYU ABU DHABI

The Arts Center enriches the cultural life of both the campus and the city, presenting distinguished professional artists from around the world. Enjoy live performances in theater, music, dance, poetry, and more.

NYU ABU DHABI ART GALLERY

The Art Gallery presents curated exhibitions of art and culture across historical and contemporary topics, with a special emphasis on subjects of both regional concern and international significance.

NYU ABU DHABI INSTITUTE

Institute talks, conferences, research workshops, public lectures, films, and exhibitions explore topics central to NYU Abu Dhabi academic and research pursuits such as sustainability, urban planning, climate change, peace, genomics, world finance, and more.





YOUR DEPENDENTS

NYU Abu Dhabi benefits are available for your household members. Eligible dependents are any of the following: legal spouse, eligible non-spouse, unmarried dependent child under age 19, and/or your unmarried, dependent child over age 19, up to age 25, if a full-time student at an accredited educational institution.

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nyuad.nyu.edu/careers