



# WPI

## Minutes for Fringe Benefits Committee 13 February 2018

Meeting Location: Kaven Hall 111B; 11-12pm

**Attendees:** El-Korchi, Tahar (Chair), McKeogh, Ruth A; Hogan, Jodi A; Kaminski, George A; S Reilly, Paul; Chojnowski, Eric M; Wheeler, Kevin; Walsh, Wendy; Wulf, Sharon A; Gaudette, Glenn R

**Not present:** Srinivasan, Jagan; Eddy, Bethel L ;

**Guest:** Kristan Coffey, Assoc Director, Talent & HR, Human Resources

**Approval of Agenda** 2-13-18 approved

**Approval of Minutes** 1-30-18 - minutes approved

- Salary benchmarking:** The University is at the beginning stages of this 2-3 year project. Kristan Coffey shared that the office of Talent, Inclusion and Human Resources is working with a compensation consultant to evaluate over 200 unique staff positions on campus. The objective of this strategic initiative is to help the university attract, retain and reward talent at WPI, and to also meet pay equity gaps.
- Continued Discussion of Tuition benefit:**  
[https://www.wpi.edu/sites/default/files/Benefits\\_%26\\_Policy\\_Manual\\_May%202015.pdf](https://www.wpi.edu/sites/default/files/Benefits_%26_Policy_Manual_May%202015.pdf)

	<i>On campus</i>	<i>Off campus</i>
	<i>Current Jan 2018</i>	<i>Current Jan 2018</i>
<i>Employees 1425 hrs-full time B.S. + graduate masters.</i>	<i>Wait 3yrs Offered if job related</i>	<i>Wait 3yrs-up to \$2000 (75% of tuition +fees)</i>
<i>Spouse/d.p Undergrad/graduate masters</i>	<i>3yrs</i>	<i>X-n/a</i>
<i>Dependent</i>	<i>3 yrs</i>	<i>2x2600 to \$5200/yr</i>
<i>Ph.D</i>	<i>Not offered</i>	<i>Not offered</i>

Submitted by Ruth McKeogh