

## Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2020-2021  
Date: March 4, 2021  
Location: Zoom conference

**Attendees:** Michael Radzicki (chair), Dirk Albrecht, Nicole Caligiuri, Jaime Dillon, Daniel DiMassa, Julia Quinn-Szcesuil, Nima Rahbar, Mark Santiago, Sue Smith, Sarah Wodin-Schwartz  
**Not attending:** Jon Abraham, Will Darling, Jennifer Graves

Meeting called to order at 11:01 am

- Minutes: Minutes from December 3, 2020 were approved
- Discussion introduced about the current Collaborative on Academic Careers in Higher Education (COACHE) study. WPI participated last in 2017 and is now participating again in this faculty job satisfaction survey. The FBC will be asked to look at and analyze the final results when they come in, particularly around employee benefits and policies results, and make recommendations to FAP.
- Discussion around the promotion of medical cost shopper tools that WPI employees have access to through their benefits.
  - Significant adoption of a medical cost shopper tool among employees could result in savings for some employees and the university in medical costs.
  - Questions were raised around how many employees would use this tool, who it would help, if the tool would cause additional work making appointments or with increased paperwork, and the potential emotional burden of feeling an expectation to do this for the larger WPI community benefit. The general consensus was that some employees with specific insurance plans might find it helpful for certain situations.
  - FBC debated asking Talent & Inclusion about potential for employee education possibilities when the committee has more information.
  - FBC will invite My Medical Shopper representatives to talk to FBC and answer questions.
- With time short, the next meeting in two weeks will include discussion of
  - the ongoing summer hours proposal
  - the 24 vs. 28 hours change for employees to qualify for benefits
  - any potential feedback FBC members hear about the My Medical Shopper tool
- Adjournment
  - Meeting adjourned at 11:59 am

Submitted by Julia Quinn-Szcesuil 3/5/21