

## SAC Fringe Benefits Meeting

August 20, 2013

1. Minutes from May meeting approved
2. C. Gregory will present expanded sick leave and increasing tuition reimbursement level to the presidents counsel
3. Tuition Reimbursement:

Barb reported/commented:

It has been ~8yrs since the reimbursement amount has been increased  
Policy committee reviewed our draft and think we should ask for more than \$2800 based on national 8% increase. We should ask for \$3400.  
In the past we were denied an increase based on "no money"  
Not feasible to tie it to an increase in tuition

Karen commented:

The current value of the tuition reimbursement actually devalues when you consider the cost of living

Maybe we should ask for an increase to the amount of 6 credit hours per year

Currently, staff can be reimbursed for up to 6 credit hrs per year

Tuition waiver is not written in policy and it cannot be used for certain programs

Example: the Weatherhead School won't accept. Therefore, it is very hard to pursue common programs there. Out of pocket expenses is to huge

Example: Jean Farah is enrolled at Malone-online. Cost out of pocket is \$20,000/yr and we only can get reimbursed for \$2000

We are not able to utilize tuition benefits. CWRU really has us under its thumb. Staff can't leave can't advance

Therefore, we should make some recommendation that the fine print be clarified and inquire why Weatherhead is different.

Barb asked for clarification about Weatherhead

Karen explained:

For the part-time MBA program student gets assigned to a study cohort so you are with the same group of people from start to finish. You have to commit for 3 years and stay with your cohort. Not flexible.

For the Ph.D. program it is a 9 hour program and 6 hours are not covered by the tuition waiver reimbursement only 3 are.

Therefore, what is the return on my investment?

Barb commented: there is no trajectory. Employees have no place to go and they leave the university. The university gets no benefit.

Barb and Karen agree that the university does not invest in their employees education/advancement

Change wording of resolution:

Match # of hours for the tuition waiver (15)

Ask for an increase to \$2800 then tie it annually to the cost of living increase

Re-evaluate the annual limit and adjust annually

Tuition at every university increase every year

Karen will change draft resolution and send to fringe and policy group

Karen also noted that staff cannot use the tuition exchange

4. New Business

Weatherhead School had some feedback about options for people with children

Barb commented that the president is committed so something will happen

5. Meeting dismissed at 12:47