

## Human Resources

### Compensation

The greatest resource of the Woods Hole Oceanographic Institution is its staff. As such, the compensation program is designed to support our efforts to attract, recruit, and retain the highest quality staff. WHOI strives to provide fair and competitive compensation to employees based on external and internal values, performance, contribution, and impact to the Institution's mission.

Pay practices have been established to ensure fair, consistent, and nondiscriminatory administration of the program. Placement and movement of individual employees within their earning potential range is influenced by performance (merit), internal equity, and competencies.

#### [Compensation Services](#)

Overview of services, guidelines and FAQs pertaining to compensation wage and salary administration.

#### [Compensation Policies](#)

Institutional policies that apply to compensation including annual salary review, bi-weekly time reports, exempt employee pay and payment for overtime.

#### [Promotion & Advancement](#)

In order to properly reward employees for good performance and advancement of skills, an orderly and equitable promotion system has been established within the Institution.

#### [Pay Dates](#)

A list of bi-weekly pay dates for the upcoming year.

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Mail: Woods Hole Oceanographic Institution, 266 Woods Hole Road, Woods Hole, MA 02543, USA.

E-Contact: [info@whoi.edu](mailto:info@whoi.edu); press relations: [media@whoi.edu](mailto:media@whoi.edu), tel. (508) 457-2000

Problems or questions about the site, please contact [webdev@whoi.edu](mailto:webdev@whoi.edu)