

Appendix I. University Senate Faculty Affairs and Personnel Committee summary of tuition benefit policies offered by selected AAUs.

AAU		Employee Eligibility			Benefit applies to:		
		FT	PT	E	SP	DP	C
CalTech	<p>Personal tuition remission benefit (Tuition Reimbursement Program) up to \$10,000 per year is applicable to “regular benefits-based employees” who work more than 20 hours per week. Courses taken at accredited institutions must be in a job-related field. Tuition reimbursement for graduate study is available for full-time employees; such for undergraduate study is available for part-time employees.</p> <p>Tuition Exemption at CalTech is available only for the children of full-time, benefits-based employees who have passed a probationary period.</p> <p>Links: Tuition reimbursement program (personal benefit, part-time included): http://hr.caltech.edu/policies/PM/PM15-15.htm. Tuition exemption (full-time employees only) http://hr.caltech.edu/StaffBook/Section8.pdf</p>	X	X	X FT PT			X FT only
Columbia	<p>For administrative and academic faculty and officers: Columbia offers a Primary Tuition Scholarship that pays 10 to 35% of a child's elementary K-8 tuition (private) depending on income. Eligible employees must be full-time, salaried; no probationary period. The College Tuition Scholarship Program pays half tuition at an accredited institution for eight semesters. Eligible employees must be full-time, salaried; no probationary period. The Tuition Exemption Benefit provides a personal tuition benefit for employees at Columbia and Barnard. The amount of the benefit depends on the rank of the officer; one course per semester for those in professorial rank; up to 15 credit hours per semester for those of non-professorial rank. For spouses/ domestic partners and children, a full tuition benefit applies to undergraduate courses taken at Columbia or Barnard; tuition benefit for graduate courses depends on year of hire (after 1993, there is no benefit for graduate courses).</p> <p>For full-time and part-time non-union, non-academic staff: The Tuition Exemption Benefit provides a tuition benefit for employees at Columbia and Barnard; unused portions of that benefit per semester may be used by spouse/domestic partner or children at Columbia only. For full-time employees, benefit is two courses (7 points) per term. For part-time employees, benefit is one course (up to 4 points) per term. Applies only to courses with assigned points.</p> <p>Link: http://www.hr.columbia.edu/hr/benefits/page-section.html</p>	X	X reduced	X	X	X	X
Cornell	<p>Employees (hired after 1985) who have worked for four years at >35 hours/week (for 8 consecutive months) are eligible for Cornell Children's Tuition Scholarship. Tuition remission for children is 100% minus fees. Employees hired prior to 1985 may work part-time and receive a pro-rated benefit. The Employee Degree Program (8 credits tuition per semester) is available only to full-time, non-academic personnel who have completed one year of service. Non-academic employees are eligible for the Extramural Program (one course/semester on a space-available basis for personal development through Office of Continuing Education and Summer Session). Cornell also offers a Tuition Aid program for non-academic off-campus employees. Tuition for up to 4 credit hours per semester at participating institutions is reimbursed. course (up to 4 points) per term. Applies only to courses with assigned points.</p> <p>Link: http://www.ohr.cornell.edu/benefits/educational/index.html</p>	X	X hired prior to 1985 only	X			X
Duke	<p>Children's Tuition Grant Program provides a grant for undergraduate tuition expenses incurred by children of eligible employees for full-time study at any accredited college or university. Benefits under</p>	X		X			X

Key: FT = full-time; PT = part-time; E = employee; SP = spouse; DP = domestic partner; C = child.

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	<p>this program provide tuition grants of up to 75% of the weighted average of Duke tuition, after applying a deductible of \$1,975 per semester for the 2008/2009 academic year. For example, after a deductible of \$1,975 per semester for the 08/09 academic year, the maximum benefit pays \$13,524.38 per semester. To be eligible, an employee must be full-time faculty (40 hours/week) or staff (more than 30 hours/week), hired full-time for 5 consecutive years.</p> <p>The <u>Employee Tuition Assistance Program</u> provides reimbursement of tuition for classes taken at Duke or any other higher educational institution accredited by the Southern Association of Colleges and Schools with a physical presence in North Carolina. This program provides reimbursement of tuition for a maximum of two classes per semester or quarter (limit six semester classes or eight quarter classes per calendar year) up to \$5,000 per calendar year for full-time employees with at least two years of continuous service. To be eligible, employees must be full-time faculty (40 hours/week) or staff (more than 30 hours/week), hired full-time for 5 consecutive years. Employees must be in good standing with a satisfactory performance record.</p> <p>Link: http://www.hr.duke.edu/benefits/education/</p>						
Indiana University	<p><u>IU Fee Courtesy Plan</u>: eligible individuals may receive an IU subsidy toward the tuition costs associated with attending Indiana University classes. Eligible employees are full-time (100%) faculty and staff, including those on approved leave of absence and retirees. The benefit is a specified dollar amount calculated each year; the benefit is greatest for employees and retirees; children of eligible employees qualify for 50% in-state tuition rate, and spouse/domestic partner qualify for appx. one-third the employee benefit.</p> <p>Link: Full-time only; same-sex domestic partners included: http://www.indiana.edu/~uhrs/benefits/fee_courtesy.html</p>	X		X	X	X	X
Iowa State	<p>For nontemporary staff (no faculty or child benefits):</p> <p>The <u>Tuition Grant Programs</u> provides tuition reimbursement to eligible P&S (professional and scientific) and Merit staff members for up to four credits (per term) at the Iowa State University tuition rate. Tuition grants will be permitted for any coursework offered for credit toward a degree or certificate by an accredited institution (not solely at Iowa State). The individual is not required to be a candidate for a degree or certificate to qualify for a tuition grant. Eligible employees must have permanent appointments of continuous service.</p> <p>Iowa State University departments/units may provide <u>Tuition Assistance</u> to their employees for professional development at Iowa State or other accredited institution. Funding for tuition, books, fees, and time away are provided by the department. A supervisor and an employee discuss the employee's need for tuition and other assistance. The discussion will also include the arrangements to accommodate time away from the workstation. Satisfactory employee performance and available budget are the only restrictions. Eligible employees must have nontemporary appointments. The reimbursement rate is the same as the institution's resident tuition with no predetermined credit hour maximum.</p> <p>Links: Full-time staff, partial reimbursement: http://www.hrs.iastate.edu/main/TuitionDevGrants.shtml and http://www.hrs.iastate.edu/main/TuitionAssistance.shtml</p>	X		X			

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MIT	<p>The <u>Children's Scholarship Plan</u> provides grants (essentially tuition remission) for children of MIT employees to attend MIT, and in some cases accredited universities outside of MIT. Eligible employees must work at least 50% of normal full-time for the previous three months. The benefit (100% of tuition for four years) is prorated for workers who are less than full-time. The following are not eligible: visitors, consultants, contractors, fellows, affiliates, teaching or research assistants, honorary lecturers, post-doctoral trainees, people paid by MITemps and members of the armed services assigned to MIT.</p> <p>The <u>Tuition Assistance Program</u> (personal benefit) enables employees to obtain, maintain, or improve the skills necessary to develop a career path at MIT. The benefit provides up to \$5,250 for full-time employees per calendar year for eligible courses [for regular degree work at MIT, one course per year; for special (non-degree) courses, 100% of tuition costs for one course per term]. The benefit is for all levels of study (GED to graduate level). Eligible employees must work at least 50% of normal full-time for the previous year, and the benefit is pro-rated for part-time employees.</p> <p>The <u>Educational Loan Plan</u> provides loans to eligible employees to help with the cost of providing an undergraduate or graduate college education for eligible dependent children. Eligible employees must work at least 50% of normal full-time for the previous year, and the benefit is pro-rated for part-time employees. Full-time employees may borrow per 12-month period \$10,000 (for one child enrolled in a college or university) or \$15,000 (more than one child), up to an outstanding balance of \$50,000.</p> <p>Link: Pro-rated for part-time (>50%) employees (includes children): http://hrweb.mit.edu/benefits/education/</p>	X	X 50%, pro- rated	X			X
Michigan State	<p>The <u>Educational Assistance Program</u> policy applies to regular, full-time (90 to 100%) University support staff and flexible employees (not faculty) employed for at least 12 months. Regular-part-time (50% to <90%) employees are entitled to (personal) benefits on a proportional basis. The University provides financial assistance to help employees achieve educational and career development goals. Benefit includes up to 20 term credits per academic year (tuition waiver) or tuition reimbursement not to exceed \$800 per academic year for non-credit, job-related courses from MSU or other approved institution. Eligible courses include those that are job-related or degree-related. Eligible employees may request release time up to five hours per week for credit courses. Eligible employees may also request release time to attend approved non-credit courses. All release time is subject to departmental approval. If an employee drops a class, the waiver account is credited and the student is billed for any balance due. If an employee does not successfully complete a course (a grade of 2.0 or better) for which waiver funds have been expended, the amount of tuition waiver will be deducted from the employee's paycheck(s).</p> <p>The <u>Course Fee Courtesy Program</u> provides financial assistance to enhance the educational development of an employee's spouse/MSU-recognized same-sex domestic partner and dependent child(ren). Course Fee Courtesy consists of credit of an amount equal to one-half of the applicable Michigan resident on-campus undergraduate course fees at Michigan State University. Faculty and staff eligible under the course fee courtesy policy are as follows: all full-time support staff, full-time tenure system faculty, librarians, and specialists, full-time fixed term faculty, and academic staff with at least 60 Full-Time-Equivalent (FTE) service months, and those who have access to the program by virtue of a labor contract. No apparent benefit for part-time employees.</p>	X	X E benefit only	X	X FT only	X FT only	X FT only

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	<p>Academic specialists (faculty) may apply for the <u>Professional Development Support Program</u>, which provides support to participate in credit/non-credit courses, seminars, workshops, short courses, and other short-term training programs. The program is funded with an annual allocation of \$100,000. Applications are accepted on a continuous basis (as long as funds are available) for courses, programs, etc., that take place during the period of August to August. Eligible employees must have a minimum of 24 FTE service months and are appointed 50% time or more. Part-time are eligible on a proportional basis.</p> <p>Links: Personal educational benefit pro-rated for part-time employees (>50%): http://www.hr.msu.edu/HRsite/Documents/Staff/Policies/EdAssist.htm Tuition assistance program is for children of full-time: http://www.hr.msu.edu/HRsite/ProDev/Staff/TuitionAsst/TuitionAsst.htm</p>						
NYU	<p><u>NYU Tuition Remission Benefit Plan</u> covers 100% of the cost of tuition for eligible employees. All regular, full-time faculty at or below the rank of instructor, administrative and professional employees, full-time research staff, regular office/clerical staff, and laboratory/technical staff may enroll as degree candidates at NYU or take non-credit/non-degree courses. The benefit is limited to 9 credits per semester, up to a maximum of 27 credits per academic year. Employees must schedule courses so they do not conflict with the normal workday. If this is not possible, the Supervisor may approve a temporary adjustment of the employee's work schedule, but not the total hours worked.</p> <p><u>NYU Tuition Remission Benefit Plan for Dependent Children.</u> Benefits (100% tuition waived) are available for the dependent children, spouses, and domestic partners of faculty, administrative and professional staff, office and clerical, laboratory and technical, service and maintenance staff. The benefit is applicable after the employee has three years of continuous, full-time, regular NYU employment.</p> <p><u>NYU Tuition Remission Benefit Plan for Spouses and Domestic Partners.</u> The handbook has specific language on such benefits for office and clerical, laboratory and technical, service and maintenance staff. According to the web site, descriptions of these benefits for spouses and domestic partners of full-time faculty and professional staff are not yet posted. Benefits are similar to those posted for eligible employees: the employee must complete three months of continuous, full-time, regular NYU employment and successfully completed the probationary period; 100% of tuition is waived for undergraduate degree programs, including those offered abroad as part of an NYU degree program; one associate's, one bachelor's, and one master's degree can be taken under tuition remission; a maximum of nine credits per semester may be used by the spouse or domestic partner.</p> <p>Link: http://www.nyu.edu/hr/benefits/</p>	X		X	X	X	X
Ohio State	<p><u>Faculty and Staff Tuition Assistance</u> offers a tuition assistance benefit to eligible faculty and staff, which is credited toward the Instructional, General, and non-Ohio resident fees for courses taken at Ohio State. Eligible employees are regular faculty or staff, auxiliary faculty, clinical instructors, post-doctoral fellows, and visiting faculty of at least 75% full-time equivalent. The benefit pays up to \$5,625 per quarter or \$8,440 per semester. Employees may enroll in undergraduate, graduate or professional degree-granting programs upon meeting the university's admission requirements. HR Policy 2.35 (hr.osu.edu/policy) limits course work to 10 credit hours per academic term. Course(s) must be taken for credit at The Ohio</p>	X	X 75% FTE for E; 50% FTE for SP, DP, and C	X	X	X	X

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	<p>State University. The program will not pay for a course that is audited. Courses must be completed with a passing grade</p> <p>The <u>Dependent Tuition Assistance Program</u> offers a tuition assistance benefit to the eligible dependents of eligible faculty and staff. The University's assistance is credited toward instructional and general fees for courses taken at Ohio State. Eligible faculty and staff must hold an appointment of at least 50% FTE. Eligible appointments include regular appointments of faculty, unclassified staff, classified civil service staff, or auxiliary faculty (excludes lecturer), or term appointments of clinical instructor house staff. The benefit applies to an eligible employee's legal spouse or same-sex domestic partner, natural-born or adopted children, and foster children who have lived with the employee for at least five years. The program pays based on the undergraduate fee schedule for only the instructional and general fees. A dependent with one eligible parent receives a 50% benefit; if two eligible parents, then the dependent receives a 75% benefit.</p> <p>Link: http://hr.osu.edu/benefits/educationtuition.htm</p>						
Penn State	<p>Educational privileges at Penn State are available to regular, full-time faculty or staff members, their spouses, and their unmarried children. The grant-in aid is for 75% of the tuition charge and applies to Penn State resident instruction and continuing education credit courses.</p> <p>Personal benefit: Policy HR36 <u>Education Privileges for Faculty, Staff, and Retirees</u>. Eligible appointments include regular employees during active and certain inactive periods of employment. Those eligible include faculty or exempt staff appointed as full-time fixed-term, full-time, visiting faculty appointments, and retirees. Benefit (up to 75% of tuition charge) is restricted to 12 to 16 credits per academic year, dependent on the employee's appointment.</p> <p>Benefits for spouses and dependents: Policy HR37 <u>Grant-in-Aid for Dependents of Faculty, Staff, and Retirees</u>. Eligible appointments include regular employees during active and certain inactive periods of employment. Those eligible include faculty or exempt staff appointed as full-time fixed-term, full-time, visiting faculty appointments, and retirees. The grant-in-aid applies to all resident instruction and continuing education credit courses, except for professional curriculum, offered at any Penn State campus. The grant-in-aid for a son or daughter applies only until the bachelor's degree is received. The amount of the grant-in-aid would result in out-of-pocket costs for employees to be 25 percent of the effective in-state tuition rate (excluding other student fees).</p> <p>There is a provision for dependents of deceased employees.</p> <p>Link: http://www.ohr.psu.edu/benefits/EducationBenefits/EducationBenefits.htm</p>	X		X	X		X
Rutgers	<p><u>Tuition Remission</u> for employees and dependent children is available for regularly appointed faculty or staff members.</p> <p>Eligibility Requirements for tuition remission (personal benefit): Employees must be full-time and admitted to one of the undergraduate, graduate, or professional divisions of the university (matriculated or non matriculated). Benefit for the employee is as follows:</p> <ul style="list-style-type: none"> Staff receiving a salary at or below \$95,638 are entitled to full tuition remission 	X		X			X

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	<ul style="list-style-type: none"> Staff receiving a salary above \$95,638 are entitled to 50% tuition remission Faculty members below the rank of Associate Professor are entitled to full tuition remission Faculty members who are in the rank of Associate Professor or above are entitled to 50% tuition remission <p>Eligibility Requirements for Dependent Children: The parent of the child must be regularly appointed on a full-time basis as of the first day of class for the course. The child must be admitted to and enrolled in one of the undergraduate divisions of the university as a full-time or part-time student, studying for his or her first baccalaureate degree. Remission cannot exceed 10 terms for a 4-year undergraduate degree or 12 terms for a 5-year undergraduate degree.</p> <p>Retirees may qualify for tuition remission (for personal use or dependent child) if certain criteria are met.</p> <p>Links: http://uhr.rutgers.edu/ben/TuitionRemission.htm and http://policies.rutgers.edu/PDF/Section60/60.2.1-current.pdf</p>						
Syracuse	<p><u>Remitted Tuition</u> at Syracuse provides credit hours for eligible employees/retirees and their spouses/same sex domestic partners for undergraduate and graduate study. Unused credits may be transferred to spouse/same sex domestic partners. Up to twelve credit hours of remitted tuition are available each year to full-time benefits eligible faculty and staff. Up to nine credit hours are available to part-time benefits eligible faculty and staff. Eligible retired employees and spouses may continue to receive the same benefit as when actively employed. The spouse or eligible domestic partner of a graduate assistant is eligible for 3 credit hours of remitted tuition per semester, during the GA's appointment period.</p> <p>The <u>Dependent Tuition Benefits Program</u> and Syracuse offers three dependent tuition options leading to the first bachelor's degree for the eligible dependents of eligible employees. Eligible dependents are eligible for only one option at a time. Syracuse University employees eligible for Dependent Tuition Benefits are: benefits eligible full- and part-time staff who have completed the equivalent of a minimum of three years of continuous full-time employment; or all regular full- and part-time faculty (percent of effort for part-time faculty 62.5 percent to 75 percent per academic year) who have been explicitly appointed by a single academic unit to the category of regular full-time or regular part-time, for a period of more than one academic year, completing the equivalent of a minimum of three years of continuous full-time employment; or any participant in the University's Tenured Faculty Voluntary Phased Retirement Program who is not a "highly compensated employee" (as that term is defined in Section 414(q) of the Internal Revenue Code). Benefits options include <u>Dependent Tuition</u>, <u>Tuition Exchange</u>, and Cash Grant.</p> <p>Link: http://humanresources.syr.edu/benefits/DepTuitionBenefit.html</p>	X 12 credits /year	X 9 credits/ year	X	X Un- used credits	X Un- used credits	X FT PT
Univ. Arizona	<p><u>Qualified Tuition Reduction (QTR)</u> and the <u>Educational Assistance (EAP)</u> programs enable eligible individuals to enroll in courses of study at reduced registration fees. The QTR/EAP is reciprocal among the three state universities and may be used for regular semesters (Spring and Fall), winter session or summer sessions (Pre-Session/Summer I and Summer II).</p> <p><u>Qualified Tuition Reduction Program</u> permits eligible employees (including disabled, deceased, and</p>	X	X 50% FTE	X	X		X

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	<p>retired employees) as well as their spouses and eligible dependent children to enroll in courses of study at reduced tuition rates. Eligible employees include all administrative, faculty, professional, and classified staff employees, except graduate assistants and associates, who are currently employed at 50% time or more and whose employment is expected to continue six (6) months or more. Retired employees who meet certain criteria are also eligible.</p> <p>All eligible employees and their spouses may register for 1 to 9 credit hours per regular semester or for 1 to 6 credit hours per summer session. Dependent children (children eligible to be claimed as dependents for federal tax purposes and who have not reached age thirty (30) as of the first day of the semester for which the reduced tuition rate is granted) of eligible employees who register for one or more credit hours shall pay 25% of resident tuition plus any laboratory or course fees.</p> <p>The <u>Educational Assistance Plan</u> covers costs (tuition and fees waived by the University) for educational courses taken by a participant (eligible employees and graduate student assistants and associates). The benefit includes the sum of tuition on all units taken minus \$25. For graduate assistants and associates, up to 100% of resident tuition is refundable. This benefit is not well-defined on the Univ. Arizona website; it is not clear who is eligible, and what benefit these employees receive.</p> <p>It appears that participants apply for both benefit programs in tandem.</p> <p>Link: http://www.hr.arizona.edu/04_cb/qtr/qtr.php</p>						
Univ. Florida	<p>The <u>Employee Education Program</u> enables full-time UF Academic Personnel (including post-docs receiving health benefits), TEAMS employees, and USPS employees who have been employed for at least six months to receive tuition assistance for up to six credit hours of instruction per semester at the state university closest to their work. TEAMS (a type of staff) employees may also attend classes at a public community college closest to their work. The purpose of the program is to encourage UF faculty and staff to pursue educational opportunities for professional growth and development.</p> <p>It is the sole discretion of the employee's department chair as to the number of credit hours, up to six, for which an employee may register each semester under this program. Participation in the EEP is not a guaranteed benefit of employment. Employees are permitted to take courses in any discipline and the courses taken by an employee do not have to be job related to their current position.</p> <p>The University of Florida's <u>Higher Education Opportunity</u> provides children of full-time TEAMS employees with the opportunity of tuition assistance for an undergraduate education at the University of Florida. Each year, Human Resource Services randomly chooses 50 children of TEAMS employees from a pool of eligible applicants. For each child selected, the university will pay the in-state matriculation fees, less any Bright Futures scholarship award, for a maximum of 132 credit hours toward an undergraduate degree at the University of Florida or a public community college in the state over a six-year period for each selected child.</p> <p>Link: http://www.hr.ufl.edu/education/default.asp</p>	X		X			X very limited

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Univ. Illinois	<p><u>Tuition and Service Fee Waivers for academic professional or faculty employee or retiree:</u> Academic employees may be eligible for an employee tuition waiver from any of the three University of Illinois campuses (UIC, UIS, or UIUC). Academic employees (excluding those in the Graduate Student Assistant category) are eligible for a tuition and service fee waiver if they hold an appointment of 25 percent or more of full-time service for not less than three-fourths of a term. Also eligible for tuition and fee waivers are retired academic employees and staff members of allied agencies who are considered equivalent to academic staff members of the University.</p> <p>While there is no set limit on the number of units of credit that may be taken by academic employees registered in the Graduate College, it is recommended that the employee-student discuss and determine the appropriate level of hours with both their employing unit and their graduate department.</p> <p><u>Tuition and Service Fee Waivers for civil service employee or retirees:</u> Eligible civil service employees must be in a status appointment or an appointment designed to qualify for status (learner, trainee, apprentice, or provisional) of 50 percent or greater. Civil Service retirees, including those who return to full-time or part-time employment, are also eligible.</p> <p><u>Tuition and Service Fee Waivers for child of employee attending Univ. of Illinois:</u> This benefit includes a 50 percent tuition waiver, excluding fees, for up to four years, each year consisting of two semesters and one summer term. The benefit can be applied only towards undergraduate education. Eligible employees must be actively employed at 50 percent time or more as of the first day of the academic term; eligible to participate in the State Universities Retirement System (SURS); employed for a minimum of seven academic years at any one or more of the Illinois senior public universities (not necessarily consecutive).</p> <p><u>Tuition and Service Fee Waivers for child of employee attending other Illinois Universities:</u> Same requirements as above.</p> <p>Links: https://nessie.uihr.uillinois.edu/cf/events/index.cfm?Item_id=1121&rlink=1116 Personal benefit academic employees: https://nessie.uihr.uillinois.edu/cf/events/index.cfm?Item_id=1160 Personal benefit civil service employees: https://nessie.uihr.uillinois.edu/cf/events/index.cfm?Item_id=1154 Children of employees attending U of I: https://nessie.uihr.uillinois.edu/cf/events/index.cfm?Item_id=1144</p>	X	X 25% FTE	X			X 50% FTE; 50% benefit
Univ. Iowa	<p>The <u>Tuition Assistance Program</u> allows eligible staff to apply for financial assistance to help defray the cost of tuition only fees for one college credit course (up to four semester hours). Eligible employees include faculty and staff (not eligible for tuition assistance through the Hospital Human Resources Tuition Program) who are appointed in a "regular appointment" for 50 percent or more, and have one continuous year of service by the application deadline. Employees with satisfactory performance may receive University support for course work (work-related or for professional development), either at The University of Iowa or at other accredited universities or colleges. Support is based on budgetary capacity of the departmental or University funding source and usually is limited to tuition for one credit course (up to four hours) awarded at The University of Iowa's liberal arts undergraduate or graduate rate amounts</p>	X	X 50% FTE	X			

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	<p>as outlined in each year's tuition rate schedule. Faculty and staff must remain available for regularly scheduled work hours. Any accommodations or modifications related to work hours for class require approval of the employing unit.</p> <p>Links: http://www.uiowa.edu/~our/opmanual/iii/27.htm Tuition assistance program: for one course only, full or part-time staff eligible: http://www.uiowa.edu/learn/awards/tuitionassist.htm</p>						
Univ. Maryland	<p>Tuition Remission benefits at UMCP are available to University faculty, staff and retirees, both on the College Park campus and within the University System of Maryland (USM), and to the spouse and dependents of regular status and retired faculty and staff members.</p> <p>Eligible employees (regular-status faculty and staff) are appointed for a duration of at least six months: Full-Time Regular Faculty and Staff (100% FTE) are eligible for tuition remission, not to exceed 8 credits for the Spring and Fall semesters, not to exceed 4 credits for Winter Term, and not to exceed 8 credits hours total for the Summer Sessions for undergraduate and graduate level courses. Full-time regular faculty and staff are also eligible for tuition remission benefits at any USM institution, as well as Baltimore City Community College, St. Mary's College of Maryland, and Morgan State University, consistent with the tuition remission policy of that campus.</p> <p>Part-time regular-status faculty and staff are eligible for tuition remission benefits equivalent to those of a full-time regular faculty and staff member, but prorated to the employee's percent of employment, not to be less than 50% for undergraduate and graduate level courses. Part-time regular faculty and staff are also eligible for tuition remission benefits at any USM institution, as well as BCCC, St. Mary's College of Maryland, and Morgan State University, consistent with the tuition remission policy of that campus.</p> <p>Benefits for contingent employees vary from not eligible to eligible within the confines of that negotiated in the employment contract. Full-time graduate assistants (20 hrs) are eligible for 10 credits of tuition remission for the Fall and Spring semesters, 4 credits for Winter Term, and 8 credits for the summer sessions combined. Part-time graduate assistants (10 hrs) are eligible for 5 credits of tuition remission for the Fall and Spring semesters, 2 credits for Winter Term, and 4 credits of remission for the summer sessions combined. Fellows are eligible for up to 12 credits of tuition remission. Retirees of the University of Maryland are also eligible for tuition remission.</p> <p>Spouse and dependents of regular-status faculty and staff are eligible for tuition remission for full tuition (first undergraduate degree only), prorated to the percentage of employment (FTE) of the employee for the Fall and Spring semesters, 4 credits for Winter Term, and not to exceed 8 credits for the whole summer sessions. Tuition remission policy provisions and restrictions are based on the employee's date of hire; for employees hired after July 1, 1992, tuition remission benefits for their spouse and or dependent children become available after they have worked for the University for two years. Course work must be done at the employee's home institution unless the program is not offered at the home campus. Spouse and dependents of retirees and deceased employees are eligible in accordance with specific guidelines.</p> <p>Link: http://www.uhr.umd.edu/benefits/tuition.cfm</p>	X	X 50% FTE	X	X		X Full-time E only

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AAU		Employee Eligibility			Benefit applies to:		
		FT	PT	E	SP	DP	C
Univ. New Mexico	<p>Employees eligible for a personal benefit in the <u>Tuition Remission Program</u> include regular full-time employees, regular part-time employees (working at least half-time), and University retirees. The University will pay tuition for one (1) or more courses, not to exceed the equivalent of resident tuition for eight (8) credit hours each academic semester, and not to exceed the equivalent of resident tuition for four (4) credit hours each summer session. An employee who does not use his or her full tuition remission may apply any remaining benefit toward tuition for one (1) course not to exceed four (4) credit hours per semester or summer session for his or her spouse or domestic partner, provided the course is taken for academic credit.</p> <p>The tuition remission benefit may be applied for UNM courses in any subject taken for undergraduate, graduate, or professional academic credit, or for official audit status, or courses taken for professional development offered by the UNM Division of Continuing Education and other University departments.</p> <p>The <u>Dependent Education Program</u> provides educational assistance to the spouse, domestic partner, and/or dependent children of full-time permanent faculty and full-time regular staff. Undergraduate tuition for up to eight (8) consecutive semesters, not including the summer session, may be granted to eligible students, admitted to UNM as undergraduates, under this employee benefit program. No more than 2 dependents may participate in this program at any given time. To be eligible, employees must be continually employed for a minimum of 1 year.</p> <p>Links: Personal educational benefit: http://www.unm.edu/~ubppm/ubppmanual/3700.htm Dependent Education Program: http://www.unm.edu/~ubppm/ubppmanual/3785.htm</p>	X	X	X	X	X	X Not for PT
Univ. Wisconsin-Madison	<p><u>Non-resident Tuition Remission for Spouses, Domestic Partners, and Their Dependents</u>: An individual who moves to Wisconsin as a result of his/her domestic partner's full-time employment at the UW-Madison, or an individual who is a dependent of someone who moved to Wisconsin as a result of his/her domestic partner's full-time employment at the UW-Madison, may be eligible for up to a one-year remission of non-resident tuition. After one year of residence within the state of Wisconsin and after it is determined that the individual did not move here for educational purposes, the individual would be eligible to apply for in-state tuition.</p> <p>Links: Out-of-state tuition remission for spouses/dependents: http://www.provost.wisc.edu/nrtrdpp.html Tuition remission for graduate students: http://www.bussvc.wisc.edu/bursar/remis2.html Senate resolution on tuition remission benefits (2000): http://www1.umn.edu/usenate/resolutions/tuitionbenefit.html</p>				X very limited	X very limited	X very limited

Key: FT = full-time; PT = part-time; E = employee; SP = spouse; DP = domestic partner; C = child.