Colorado
University of Colorado at Boulder

Resolution on Faculty/Dependent Tuition Benefit

BFA Faculty Compensation and Benefits Committee

December 6th, 2012

Resolution Background

- The faculty/staff tuition benefit allows eligible employees and their spouses and dependents to receive a waiver for up to a total of nine credit hours of tuition per year (http://bursar.colorado.edu/resources/tuition-benefit/)
- Although improvements were made in ~2008, there still are restrictions on this benefit that prevent it from being effective for faculty and their spouses and dependents to take courses on the Boulder campus
- Currently, the tuition waiver may be used during the summer semester by both matriculated (degree-seeking) and non-matriculated students, but may only be used during the academic year by non-matriculated students on a space-available basis
- This restriction is not included in the benefit at CU campuses

Usage Data from CU Campus

- Faculty : how many have used it and how many are using it now. How many intend to use it in the next 5 years
- Dependents: how many have used it already? How many are using it now? How many dependent-users we can forsee in the next 5 years?

- WE need to GET DATA from Adminsitration

Background Data from Peer Institutions

- AAU University Survey by Ohio State University

	Educ. Asst. Provided for Faculty	Groups Eligible to Participate	First Eligible	Benefit at Own Institution				Benefit at Other Institution			
				Undergraduate		Graduate		Undergraduate	Graduate	Benefit % Based On	Max
				%	Maximum	%	Maximum				
1	X	Minimum 50% FTE	Immediately Upon Hire		9 hours		9 hours				
2	X	Full-time employees only	Immediately Upon Hire		6 hrs per semester		6 hrs per semester	100 %		Own inst. rate	6 hrs a semester
3	X	Classified min. 50%; Academic min. 25%	Immediately Upon Hire	100%		100%		0 %	0 %		
4	X	Full-time employees only	Immediately Upon Hire		1084.95		1313.87				
5	X	Minimum 50% FTE	Immediately Upon Hire	100%	4	100%	4				
6	X	Minimum 50% FTE	Service of 12 months		3 cr		3 cr			Other inst. rate	3 cr

Background Data from Peer Institutions

- AAU University Survey by Ohio State University

7	X	Minimum 75% FTE	Immediately Upon Hire	90%		75%					
8	X	Minimum 75% FTE	Service of 6 months	75%	6 credit hours per semester	75%	6 credit hours per semester	0 %	0 %		
9	X	Full-time employees only	Immediately Upon Hire		15		15				
10	X	Minimum 75% FTE	Immediately Upon Hire		10 credit hrs per quarter		10 credit hrs per quarter				
11	X	Minimum 50% FTE	Immediately Upon Hire	25%	$33/credit, max 12 credits		$33/credit, max 12 credits				
12	X	Minimum 75% FTE	Immediately Upon Hire	75%	16 credits	75%	16 credits		50 %	Own inst. rate	7392
13	X	If part-time, self only.	Immediately Upon Hire	90%	8 cr	90%	6 cr				
14	X	Minimum 50% FTE	Immediately Upon Hire		7 credit hours per semester			0 %	0 %		
15	X	Full-time employees only	Service of 12 months	100%	2 courses per term	100%	2 courses per term	80 %	80 %	Other inst. rate	2 courses per term
16		No Response						0 %	0 %		
17		No Response									
	X	Minimum 50% FTE	Immediately Upon Hire	100%	5 credits/semester	100%	5 credits/semester	100 %	100 %	Own inst. rate	Own inst. rate

Pac-12 Policies

- Arizona State: Reduced in-state tuition (no other details online)
- Stanford: Tuition grant program, up to 4 years of tuition support, $20,025 per year
- Arizona: 9 per regular semester, 6 per summer and 3 per winter at a rate of $25 per semester
- Washington: 6 credits per semester on space-available basis
- Washington State: 6 credits per semester on space-available basis
- Utah: 50% of in-state tuition
- Oregon: Reduced tuition rate (50%) up to 12 hours per semester
- Oregon State: Reduced tuition rate (30%) up to 12 hours per semester
- USC: One class/semester for faculty, 100% tuition for dep. for 1 degree
- California: No policies described online, under development
- UCLA: No policies described online, under development

Comments About Peer Institution's Benefits

- Many universities provide this benefit to faculty and their dependents in different forms:
  - Dollar amount which can be used on courses
  - Discounted cost per credit
  - Number of hours (3 to 15 per semester)
  - Number of courses per semester
- 4 out of 15 provide assistance for faculty's dependents to attend other universities
- CU is at the lower end of the PAC-12 regarding this benefit

Positive Aspects of Tuition Benefit

- Retention and recruitment of faculty
- Recruitment of good students who may otherwise go to other universities
- Students won't take the place of others in class. We'll need to recruit less students.

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Resolution

BFA Faculty Compensation and Benefits Committee Resolution
Regarding the Faculty/Staff Tuition Benefit

Be it resolved that the University of Colorado Boulder Campus should extend the ability for faculty and their spouses, dependents, and domestic partners (matriculated or non-matriculated) to use the faculty/staff tuition waiver during any semester on a normal enrollment basis.

The BFA believes that this change will not only make the faculty/staff tuition benefit a more effective retention and recruiting tool for faculty, but will also help improve the recruiting of high quality students into our classes without displacing students who pay full tuition.

Approved by the BFA Faculty Compensation and Benefits Committee: November 2, 2012
Approved by the BFA Executive Committee for forwarding to the BFA: Nov. 12, 2012
Electronic Notice of Motion to the BFA: November 14, 2012