



BCSC-R-0310

Tuition Waiver Program Flexibility

BACKGROUND: The University of Colorado at Boulder offers a program where faculty and staff members are allowed to take up to 9 undergraduate credit hours a year for career- and university- enhancing courses. This provides many employees their only opportunity for higher education. Unfortunately though, on a practical basis, the tuition waiver program is out of reach to some employees. In some cases, supervisors are unsupportive of the program and refuse to approve their subordinates' tuition waiver requests. In others, supervisors may be supportive but by the time the employee is allowed to register, the class has been filled. On a related note, some employees may not have a desire to use the program for themselves but would like dependents to be able to use it.

Given all this, the BCSC believes that it would be very beneficial to staff members, the university and the Boulder community at large if the restrictions on this benefit were lifted to allow employees to either use it themselves at their own discretion or to enable their dependents to use it. As successfully demonstrated by the Colorado Springs pilot program, expanding the program at the Boulder campus would boost the morale of faculty and staff, which has been lowered by years of economic adversity, in addition to contributing directly to the well-being of the community.

WHEREAS, the University of Colorado is currently seeking to increase nonmonetary forms of compensation;

The Boulder Campus Staff Council **RESOLVES** that the University of Colorado Regents expand the employee tuition program to allow the following:

- (1) Ability of employees to enroll in any course of their choice, including undergraduate, graduate, and continuing education courses. If the classes are related to their positions and job duties, they may use work time. If classes are unrelated to their positions and job duties, employees may use personal leave or attend the classes outside work hours. If classes are outside work hours, supervisor signatures are not needed. Supervisor approval should not be required for class content, only for approval for time off from work.
- (2) Ability of employees to register at the same time as students (i.e. before the drop/add period) so that they have a decent chance of being able to get into classes.
- (3) Ability of employees to allow their dependents to use their credit hours.