Tuition Remission Program History

**Apr 1954**  Trustees approved that “spouses of University College instructors may take as many courses for credit in University College as the instructor is teaching with one-half regular tuition fee remission or may audit as many courses as the instructor is teaching with full fee remission.” [Restricted to three credit hours per semester in Mar 1958.]

**Dec 1954**  Trustees authorized all full-time faculty and staff and to take three semester hours each semester (except for Applied Music). Employees remain responsible for all course fees.

**Mar 1956**  Trustees authorized tuition remission for children of full-time permanent employees with one year of service (except for Applied Music).

**Mar 1958**  Trustees authorized the spouses of full-time faculty members to take one three-credit course per semester (except Applied Music).

**Feb 1967**  Administrative Memorandum from VP Woodrow Strickler “interpreting the tuition remission policy to apply to dependent children” – excluding independent or emancipated children, but without Board of Trustee action.

**Jun 1976**  Complete re-statement of tuition remission policy including a number of material reductions “in recognition of policies existing at other state institutions,” to become effective July 1, 1978:

- **Eliminated tuition remission for dependent children** for employees appointed after July 1, 1978; while preserving tuition remission for dependent children for employees appointed to July 1, 1978.

- **Eliminated tuition remission for spouses** of employees appointed after July 1, 1978.

- **Affirmed that full-time employees**, regardless of hire date, could take three semester hours each semester (except Applied Music and affirming that employees must pay all special fees).

**Jul 1984**  Complete re-statement of tuition remission policy, resolving faculty grievance challenging 1967 administrative memorandum limiting tuition remission to “dependent children” and excluding emancipated children:

- Authorizes all permanent, full-time employees to take up to six credit hours each semester.

- Authorizes spouses of permanent, full-time (1.0 FTE) faculty hired on or before July 1, 1978 to take up to three credit hours each semester.
- Affirms tuition remission for “any children” (including emancipated children) for permanent, full-time employees hired prior to Feb 1966 for their first undergraduate degree.

- Authorizes reimbursement to any employee who paid tuition for their children from Feb 1967 through Jun 1984. [Note: Feb 1967 eligibility for tuition remission in relation to Feb 1966 hire date, implies affirmation of requirement that employees must have one year of service.]

- Affirms tuition remission for “dependent children” for permanent, full-time employees hired between Feb 1966 and July 1978 (excluding emancipated children). [Note: Affirms the grandfather provisions for employees hired before July 1, 1978, but does not re-establish tuition remission dependent children.]

- Establishes new benefit authorizing that if an eligible employee (hired before July 1978 with one year service) becomes permanently disabled, retires, or dies, his or her children will remain eligible for tuition remission.

Jun 1993 Change-text format revision adopts following changes:

- Expands eligibility for employee tuition remission from “full-time” to “regular status 80% FTE or above.”

- Restores dependent children benefit on a limited basis. Adopts pilot program for Fall 1993 & Spring 1994 only to permit employees to transfer employee tuition remission benefits (six hours per semester) to “unmarried, legally dependent children.”

- Preserves grandfather provisions for employees hired before Feb 1966 (for all children) and before Jul 1978 (for dependent children).

Jun 1994 Complete re-statement of tuition remission policy establishes limited tuition remission benefit for “unmarried, legally dependent children” – providing that employees could transfer their unused personal tuition remission benefit to their dependents. Estimated cost at $116,761 per year. [Note: Omits previous requirement that dependent tuition remission required one year of service, presumably because employee tuition remission had no waiting requirement, and this provision simply permitted employees to transfer their own benefits to their children.]

- Includes provision for the first time that “the Tuition Remission Program as approved (shall) remain in effect until such time as the Board may decide to rescind it.”
Jun 1998  Complete re-statement of tuition remission policy includes the following clarification and new benefits:

- Reinstates full tuition remission benefits for dependent children for all regular employees working at least 80% FTE. [Note: Omits requirement in effect from Mar 1956 through Jul 1978 that dependent tuition remission requires the employee to have one year of service.]

- Provides new benefit that regular, part-time employees working at least 40% FTE may receive up to three credit hours each semester.

- Provides new benefit that lecturers working at least 40% FTE may receive up to three credit hours each semester.

- Allows employees working at least 80% of FTE to transfer any unused portion of employee’s benefit to spouses during 1998-99 academic year (noting, that since children benefits are being reinstated and employees could previously transfer employee benefits to children, employees could now transfer benefits to spouses on a trial basis).

- Includes provision for the first time that “The University expressly reserves the right to alter or abolish this benefit at any time in the future by action of its Board of Trustees except to the extent of prior contractual obligations for tuition remission to”:
  
  i. Children (including emancipated children) of full-time (1.0 FTE) regular status faculty and staff employed as such prior to February 1966 (within undergraduate divisions).
  
  ii. Dependent children of full-time (1.0 FTE) regular status faculty or staff employed prior to July 1, 1978 for courses counting toward their first undergraduate degree;
  
  iii. Spouses of regular status, full-time (1.0 FTE) faculty members employed prior to July 1, 1978 (for three credit hours per semester).

*Note: It is important to observe that the Board defined dependent children benefits and spousal transfer benefits for employees hired prior to July 1, 1978 (above) as “prior contractual obligations” which could not be altered or abolished by future action of the Board. It is further important to note that the Board’s 1998 policy provided that tuition remission benefits could be altered or abolished (only) by action of the Board of Trustees.*

May 1999  Single provision amendment affirming spousal transfer benefit for any unused portion of employee’s personal benefit of six credit hours for regular status faculty & staff working .80 FTE or more – at an annual estimated cost of $116,900 per year.
May 2008  Single provision amendment deleting the spousal transfer benefit for any unused portion of employee’s personal benefit.

Net Trustee-Defined Benefits May 1999 – Present [With Admin Exceptions Noted]

1)  Regular Faculty & Staff Benefit:
   a)  For regular faculty & staff at .80 FTE or greater, six hours per semester.
   b)  For regular part-time staff at .40 FTE or greater, three hours per semester.
   c)  For part-time faculty at .40 FTE or greater, three hours per semester.

2)  Spousal Transfer Benefit:
   a)  Regular spousal transfer benefit deleted May 2008.
   b)  Spouses of Full-time Faculty (at 1.0 FTE or more, excluding staff) hired before July 1, 1978 have independent, permanent entitlement to three credit hours per semester (separate from spousal transfer benefit above that was terminated in 2008).

3)  Children Tuition Remission Benefits:
   a)  For permanent FT faculty (1.0 FTE) hired before 1966:  full tuition remission, for both independent and dependent children (with degree level not specified).
   b)  For permanent FT faculty (1.0 FTE) hired after 1966 and before July 1978:  full tuition remission, for both independent and dependent children, limited to first undergraduate degree.
   c)  For regular status faculty and staff working .80 FTE or greater, hired on or after July 1, 1978, full tuition remission for unmarried, legally dependent children for first undergraduate degree.
   d)  Children of a regular status employee at .80 FTE or greater who becomes permanently disabled, retires, or dies shall remain eligible (without service requirements).

   Note:  An administrative clarification was published in 2005 that provided:  Children includes natural born, adopted, or step-children only (not including legal wards and loco parentis relationships such as nieces, nephews, or grandchildren living with an employee, regardless of dependency status).