

Survey of Peer Institutions + UK (2008) Assumption is that these are full time employee benefits																		
Institution	Employee						Spouse						Dependent					
	Hour Limit	Class Limit	Course Level	Employee Share	Other Benefits	Other Limits	Hour Limit	Class Limit	Course Level	Employee Share	Other Benefits	Other Limits	Hour Limit	Class Limit	Course Level	Employee Share	Other Benefits	Other Limits
University of Louisville	6/term		all				6/term		all levels		Faculty hired prior to 1978 spouse receive 3 credit hours	Spouse hours are only available if the employee does not take their benefit			undergraduate	0%		1st undergraduate
University of Cincinnati	6/term		undergraduate only	0% if 'F' or withdrawal after 3rd wk of quarter then must fully repay.		Part time 3 hrs - Benefits forfeited if repayment for F, non-pass or unsatisfactory grades is not made. Also must repay for withdrawal from a course after the third week of the quarter.	No Limit		all	0% if 'F' or withdrawal after 3rd wk of quarter then must fully repay.	25% discount for private music lessons taken for credit as electives; 1/2 of the instructional fee in the university nursery school	Benefits forfeited if repayment for F, non-pass or unsatisfactory grades is not made. Also must repay for withdrawal from a course after the third week of the quarter.	No Limit		all	0% if 'F' or withdrawal after 3rd wk of quarter then must fully repay.	25% discount for private music lessons taken for credit as electives; 1/2 of the instructional fee in the university nursery school.	Benefits forfeited if repayment for F, non-pass or unsatisfactory grades is not made. Also must repay for withdrawal from a course after the third week of the quarter.
University of Pittsburgh	8 undergrad and 6 graduate		all	3% per credit (UG) and 10% per credit (GRAD)	Additional hours can be taken if combined with University External Studies Program	Graduate benefits are taxable. Exception regarding employee share for 1994 enrollees.	6/term		all	10% per credit	Graduate benefits are taxable. Exception regarding employee share for 1994 enrollees.	12 terms irrespective of full or part-time course load	No Limit		undergraduate		if hired by 9/1/1994 tuition provided at other institutions up to the maximum of the in-state, full-time CAS undergraduate tuition for 2 terms per year for maximum of 4 academic years or 8 terms	12 terms irrespective of full or part-time course load. Salary level minimums if hired by 1989 (\$17,500)and btwn 1989 and 1994 (\$40000)
SUNY - Buffalo				25% if work related 50% if not work related	Reimbursement for courses not at SUNY at \$25/credit or \$300/year													
SUNY - Stony Brook	3/term		all	25% if work related 50% if not work related	Reimbursement for courses not at SUNY at \$25/credit or \$300/year													
Temple	8/term		all	0%	Can continue the semester if terminated.	Benefits not eligible for Law, Medicine, Dentistry, or Podiatric programs	No Limit	-	all	50%			No Limit	No Limit	Undergraduate	0%		Benefits good for 10 semesters for unmarried dependents less than 24 years of age
University of Alabama - Birmingham	18/term		all	0% after 6 months of service			18/term		all	0% after 1 year of service			No Limit	No Limit	all	50% after 1 year of service		Unmarried under age 26 - Benefit is limited to 50% even if both parents are at UAB
University of California - Irvine	9/term		all	33% after probationary period	Nursing students may take 12/term	Not eligible for summer programs. Does not include registration fees.												
University of California - San Diego	9/term		all	33% after probationary period	Registration fees waived. 10% discount on Extended Studies & Public Service courses. Summer sessions waive 25% for 2 courses per session	Not eligible for programs that are self-supporting.												
University of Illinois - Chicago	11/term F/T 5/term P/T		all	0% if end employment before course is 3/4 over, must repay			No Limit	-	Undergraduate	50% after 7 years of service	Includes domestic partners		No Limit	No Limit	Undergraduate	50% after 7 years of service		Only good for 4 years
University of Iowa	4/term	1 class	all	After one year of service	Can be used for external coursework as well.	If class is dropped, employee is responsible for the fee. Benefits over \$5250 are taxable. Special conditions apply if Dept is paying for course.												
University of New Mexico	8/term	-	all	0%	May apply one course (up to 4 credits) per semester to their spouse or domestic partner. Can continue the semester if terminated. 2 credits can be used for Continuing Ed. Time off with pay for 1 course a semester		No Limit	-	Undergraduate	0% for up to 8 semesters (dependant program)	May apply one course (up to 4 credits) per semester to their spouse or domestic partner. Eligible for Dependant or Employee program - but not both	No more than 2 dependants at a time	No Limit	No Limit	Undergraduate	0% for up to 8 semesters		No more than 2 dependants at a time
University of North Carolina - Chapel Hill	3/year		all	0%	General student fees (Health, Athletic, and Recreation) and application fee waived. Also have an Educational Assistance Program (leave time reimbursement for job-related courses up to \$600)													
University of South Carolina - Columbia	4/term or 6/year	1/term or 2/year	all	0% after 6 months of service	Can continue the semester if terminated.	Benefit excludes correspondence courses												

University of South Florida	6/term		all	If waiver form not filled out by 5th day of class, employee registration will be cancelled for non-payment.	Activity, Service, Athletic, Health , Lab, Transportation, Building, Capital improvement or Financial aid fees are ALL waived	Benefit excludes non-state funded courses as well as Co-op, Continuing Ed, correspondence or internships. Employee who withdraws from same class twice is not eligible to take any more classes. Graduate benefits over \$5250 are taxable.												
University of Utah	No Limit	-	all	50% after 6 months of service		Graduate benefits over \$5250 are taxable as well as graduate courses that involve sports, games, hobbies, or are not required for job or degree.	No limit	-	all	50% after 1 year of service		Tuition reduction benefits for graduate courses are taxable as wages to employee.	No Limit	No Limit	all	50% after 3 years of service	Tuition reduction benefits for graduate courses are taxable as wages to employee. Does not include Continuing Education non-credit courses	
Virginia Commonwealth University	6/term	-	all	if 'D' ,withdrawal, audit or termination then must fully repay (4 payroll deductions)		DEPARTMENT is subject to cost of course if employee is not eligible for waiver. Audit classes are not eligible. Graduate benefits over \$5250 are taxable.												
Wayne State University	4/term or 6/year	1/term or 2/year	all	if 'F' , withdrawal, audit or termination then must fully repay. Also must pay course fees		Audited classes not eligible. Must remain employed for entire term. Must make an 'D' or better	No limit	-	all - Except doctoral programs in Medicine, Law and Pharmacy	50% (after scholarships & grants are deducted) plus course fees	Includes domestic partner , spouse and dependants under 26 years of age.	Does not include Doctoral in Medicine, Law or Pharmacy programs. Employee must be on payroll on last day of Open Registration	No limit	No limit	all - Except doctoral programs in Medicine, Law and Pharmacy	50% (after scholarships & grants are deducted) plus course fees	Includes domestic partner , spouse and dependants under 26 years of age.	Does not include Doctoral in Medicine, Law or Pharmacy programs. Employee must be on payroll on last day of Open Registration
University of Kentucky	8 per semester with 18 per yr max	2 per semester	undergraduate and graduate	mandatory program and course fees other than tuition	manadatory fees charged to part-time students shall be waived for UK employees attending UK classes	employee man NOT use benefit for semester for which they have dependents using the family discount. Does not apply to independent study classes , audited or non-credit courses.	full time		undergraduate	prorated discount based on years of service - 10% per year after first year after first year, but to a maximum discount of 50% per semester in-state undergraduate tuition		applies after other discounts and financial adi packages applied. Does not apply to independent study classes , audited or non-credit courses.	full time		undergraduate	prorated discount based on years of service - 10% per year after first year, but to a maximum discount of 50% per semester in-state undergraduate tuition	Allows two employee families to combine benefit "may combine their discounts for an eligible dependent if the employees are not using EEP for the requested semester."	applies after other discounts and financial adi packages applied. Does not apply to independent study classes , audited or non-credit courses.. Dependent eligible up to age 25