

**Tuition Remission  
Benchmark Review - Overview  
April 27, 2008**

17 CPE benchmarks reviewed plus University of Kentucky – Total 18 institutions compared

**Employee Benefit**

All institutions had some employee benefit

| Benefit           | Institutions Providing | Percentage of Institutions Providing |
|-------------------|------------------------|--------------------------------------|
| Less than 4 hours | 4                      | 22.2%                                |
| 5-8 hours         | 9                      | 50.0%                                |
| More than 8 hours | 5                      | 27.8%                                |

Three institutions (16.6%) have limits on the number of hours per year

| Institution                   | Benefit Limit     |
|-------------------------------|-------------------|
| Univ. of S. Carolina-Columbia | 6 hours per year  |
| Wayne State                   | 6 hours per year  |
| Univ. of Kentucky             | 18 hours per year |

Employee share:

| Benefit Restriction  | Institutions Requiring | Percentage of Institutions Providing |
|--|------------------------|--------------------------------------|
| Pay percentage of tuition (Range from 3% - 50%)                          | 6                      | 33.3%                                |
| Repay if fail, withdraw, terminate or fail to turn in required paperwork | 4                      | 22.2%                                |
| Repay only upon termination  | 1                      | 5.5%                                 |
| No employee share  | 7                      | 38.8%                                |

Other limits:

- Only one institutions limits employee benefit to undergraduate only, U. of Cincinnati.
- Temple excludes professional programs from employee benefit.

**Spouse Benefit**

| Benefit           | Institutions Providing | Percentage of Institutions Providing |
|-------------------|------------------------|--------------------------------------|
| No benefit        | 9                      | 50.0%                                |
| Less than 4 hours | 0                      | 0%                                   |
| 5-8 hours         | 2                      | 11.1%                                |
| More than 8 hours | 7                      | 38.9%                                |

Benefit levels – Of the 9 institutions that provide the spouse benefit, they do so at the following levels:

| Benefit                                      | Institutions Providing | Percentage of Institutions Providing |
|--|------------------------|--------------------------------------|
| Graduate level (one excludes doctoral level) | 6                      | 66.7%                                |
| Undergraduate Only                           | 3                      | 33.3%                                |

Other notes:

- Employee share: 6 of 9 (66.7%) require employee share of 10-50% (most require 50%)
- Two allow domestic partners – Univ. of IL-Chicago and Univ. of New Mexico

**Dependent Benefit**

| Benefit                              | Institutions Providing | Percentage of Institutions Providing |
|--------------------------------------|------------------------|--------------------------------------|
| No benefit                           | 9                      | 50.0%                                |
| Undergraduate Only                   | 5                      | 27.8%                                |
| Restricts only professional programs | 1                      | 5.5%                                 |
| No restrictions                      | 3                      | 16.7%                                |

Other notes:

- Employee share: 4 of 9 (44.4%) require a employee share of 50%
- Semester limits: 3 of 9 (33.3%) limit the number of eligible semesters
- Vesting required: 2 of 9 (22.2%) require a specified time to work for institution before benefit eligible