

Faculty Senate Budget Study Committee
Issue: Employee Dependent Scholarship

I. Current Status TTU:

- https://www.depts.ttu.edu/studentbusinessservices/resources/emp_dep_sch.php
- <https://www.depts.ttu.edu/scholarships/EmployeeDependentScholarship.php>
- <https://www.depts.ttu.edu/opmanual/OP70.29.php>

II. Employee Dependent Scholarship internally:

Number of dependent students (some have received 1 semester's worth, while others received it for the full AY)

Academic Year	No. of Students	Total Disbursement	Average Disbursement
2014/15	236	\$255,300	\$1,082
2015/16	268	\$306,000	\$1,142
2016/17	251	\$296,400	\$1,181
2017/18	273	\$313,800	\$1,149
2018/19	255	\$216,500	\$849

(Source, the TTU Student Financial Services)

a. In comparison internally:

Assumptions: An undergraduate student, paying in-state tuition, taking 12 SCH in Spring 2019

College	Fees and Tuitions	EDS	Cost Saving (as percentage of total F&T)
Rawls College of Business	\$2,712 (designated tuitions) + \$384 (suppl. desig. Tuition) + \$600 (state tuition) + \$1,552 (fees) = \$5,248	\$500	9.5%
Whitacre College of Engineering	\$2,832 (desig. tuition) + \$480 (suppl. Desig. tuition) \$600 (state tuition) + \$1,291 (fees) = \$5,203	\$500	9.6%
Arts & Sciences	\$2,532 (desig. tuition) + \$600 (state tuition) + \$1,291 (fees) = \$4,423	\$500	11.3%

b. Employee Dependent Scholarship internally in comparison with Employee Tuition Assistance (ETA) (OP 70.29)

- Impact on student employees:

Example 1: In-state graduate student employee who took 9 graduate SCH in the F'18 and 9 GSCH in the S'19 in Economics A&S:

Without ETAP F&T for both semesters = \$7,780
 With ETAP F&T for both semesters = \$5,594
Cost saving (%) = 28%

Example 2: In-state undergraduate student employee who took 12 undergraduate SCH in the F'18 and 12 USCH in the S'19 in Economics A&S:

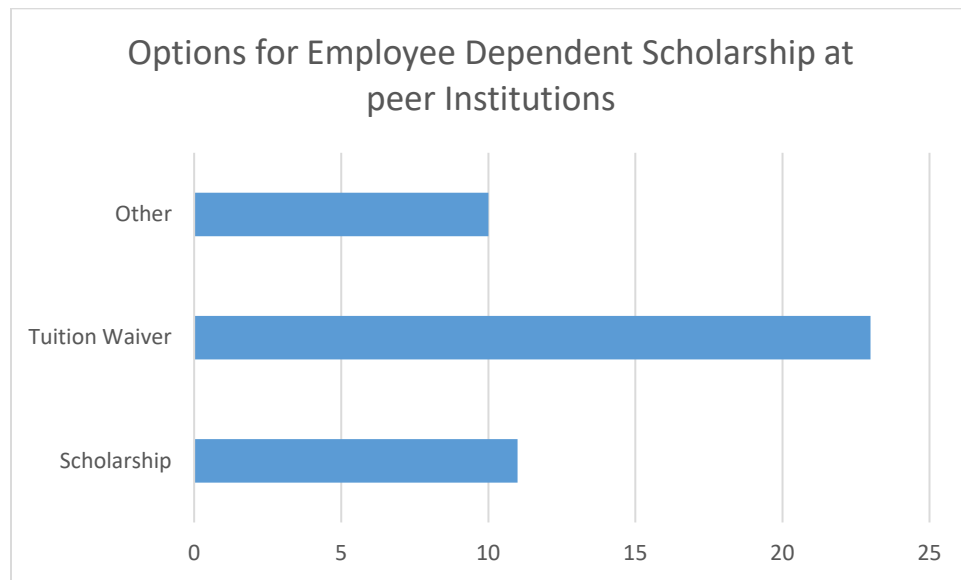
Without ETAP F&T for both semesters = \$8,846
 With ETAP F&T for both semesters = \$6,880
Cost saving (%) = 22%

III. Employee Dependent Scholarship **externally in a comparison with scholarship assistance: A case study**

Assumption: An undergraduate student majoring in Economics, paying in-state tuition, took 12 SCH in the fall 2018 semester

School	Type of scholarship/assistance	Tuition and Fees	Cost saving (as percentage of total T&F)
Texas Tech University	\$500 per semester	Tuition = \$3,132 Fees = \$1,291 Total = \$4,423	11.3%
Texas A&M University	\$1,000 per semester	Fees + tuition Total = \$5,223	19.1%
University of Oklahoma	100% resident tuition waiver	Tuition = \$2,394 Fees = \$3,625 Total = \$6,019	39.8%
Oklahoma State University	100% resident tuition waiver	Tuition = \$4,665 Fees = \$1,043 Total = \$5,708	81.7%
West Virginia University	\$1,650 per academic year	Fees + tuition Total = \$5,064	16.3%

Employee Dependent Scholarship in comparison with other types of employee dependent support (comparison: big 12 as well as official peer institutions)



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Employee Dependent Scholarship options at peer institutions – overview:

School	Scholar-ship	Tuition waiver	Reduced resident tuition	Other	Highlights	link																								
Arizona State University			x			https://provost.asu.edu/sites/default/files/page/2553/oem-tuitionbenefits-2017.pdf http://www.asu.edu/aad/manuals/spp/spp505.html																								
Auburn University	x		x		Dependents & spouses (of full-time regular employees): 50% remission of undergraduate tuition \$1000 scholarship	https://auburn.academicworks.com/opportunities/58329																								
Baylor University		x			100% tuition remission at Baylor for two courses, no more than 8 hours, during any semester that would apply to an undergraduate and/or graduate degree. One year of continuous full-time regular faculty/staff service with Baylor is required for spouse or children to be eligible for tuition remission. After one year, eligible spouses and children will receive partial, or full tuition remission as explained by the chart below: <table><tr><th>Spouse</th><th>Net Tuition</th><th>Children</th><th>Net Tuition</th></tr><tr><td>One Year</td><td>50%</td><td>One Year</td><td>20%</td></tr><tr><td>Two Years</td><td>75%</td><td>Two Years</td><td>40%</td></tr><tr><td>Three Years</td><td>100%</td><td>Three Years</td><td>60%</td></tr><tr><td></td><td></td><td>Four Years</td><td>80%</td></tr><tr><td></td><td></td><td>Five Years</td><td>100%</td></tr></table>	Spouse	Net Tuition	Children	Net Tuition	One Year	50%	One Year	20%	Two Years	75%	Two Years	40%	Three Years	100%	Three Years	60%			Four Years	80%			Five Years	100%	https://www.baylor.edu/hr/index.php?id=949188#benefit
Spouse	Net Tuition	Children	Net Tuition																											
One Year	50%	One Year	20%																											
Two Years	75%	Two Years	40%																											
Three Years	100%	Three Years	60%																											
		Four Years	80%																											
		Five Years	100%																											
Clemson University																														
Florida State University	x				\$630.42 per semester	https://hr.fsu.edu/?page=benefits/benefits_perks/benefits_perks_dependent_scholarship																								
Georgia Institute of Technology																														

Indiana University - Bloomington			x		Dependent Children: 50% percent of tuition costs. Spouse: 100% of tuition cost up to the dollar maximum based on the campus of attendance	http://hr.iu.edu/benefits/tuition.html
Iowa State University		x			Tuition Reimbursement eligible employees are allowed up to four (4) credits of tuition reimbursement per term, for a total of 12 per calendar year	https://www.hr.iastate.edu/benefits/new-employee-benefits/tuition-reimbursement/tuition-reimbursement-faq
Kansas State University			x		resident fee privilege	https://www.k-state.edu/sfa/aid/etb/dsg.html
Louisiana State University - Baton Rouge						
Michigan State University						
Mississippi State University				x	Course Fee Courtesy consists of credit of an amount equal to one-half of the applicable Michigan resident on-campus undergraduate course fees at Michigan State University	https://hr.msu.edu/professional-development/tuition-assist.html
North Carolina State University	x				minimum of \$2,000 (\$1,000 per semester) annually for no more than four academic years (or eight semesters)	https://benefits.hr.ncsu.edu/news/2017/01/nc-state-employee-dependents-tuition-scholarship-available-for-2017-2018-academic-year/
Ohio State University - Columbus			x		A dependent of one eligible employee will receive 50% off the cost of instructional and general fees (up to a maximum of \$4,820 per semester). The benefit for a dependent of two eligible employees is 75% (up to a maximum of \$7,230 per semester). An eligible dependent may receive tuition assistance benefits for up to eight semesters or 140 semester hours of enrollment, whichever is greater	https://hr.osu.edu/benefits/tuition-assistance/dependent/ https://hr.osu.edu/wp-content/uploads/tuition-assistance-dependent-plan.pdf
Oklahoma State University		x			waiver of half the tuition on these courses and a waiver of specified fees dependent children of OSU employees are eligible to receive a 100% undergraduate student resident tuition waiver for OSU-Stillwater and OSU-Tulsa courses	https://registrar.okstate.edu/Faculty-Staff-Tuition-Waiver https://hr.okstate.edu/employee-dependent-child-waiver-benefit
Oregon State University				x	may register for a maximum of 12 credit hours per term at a discounted staff fee rate (Staff rate is 30% of the resident per credit hour undergraduate tuition at the teaching institution)	https://fa.oregonstate.edu/staff-rates-0
Pennsylvania State			x		out-of-pocket costs for employees to be 25% of the effective in-state tuition rate (excluding other student fees)	https://policy.psu.edu/policies/hr37

University - University Park					The educational privilege is a reduction of 75% of the tuition payable per credit.	
Purdue University - West Lafayette						
Rutgers University - New Brunswick		x			Tuition for yourself is either paid in full or at 50%, depending on your salary if staff or rank if faculty member. Tuition for your child is paid in full.	http://uhr.rutgers.edu/benefits/non-state-benefits-rutgers-positions/tuition-remission
Texas A&M University	x				\$2,000 (\$1,000 per semester)	https://vpfascholarships.tamu.edu/ https://vpfascholarships.tamu.edu/guidelines/
University of Alabama - Tuscaloosa			x		50% tuition grants for all courses taken	http://facultyhandbook.ua.edu/ii-educational-benefits.html
University of Arizona				x	Spouses of eligible employees who register for 1–9 credit hours per regular semester and 1–6 credit hours per summer session shall pay the reduced rate of \$25 per semester, winter session, or summer session for the total number of credit hours, plus any laboratory, course, or materials fees. Spouses who register for credit hours in excess of 9 per regular semester and 6 per summer session shall pay actual resident tuition for those hours over the stated cap. Dependent children of eligible employees may register for one or more courses at the rate of 25 percent of the full fees plus any laboratory, course or materials fees. Eligible dependent children may enroll at the special rate for classes that begin subsequent to the employee's date of employment.	https://hr.arizona.edu/employees-affiliates/benefits/educational-benefits
University of Arkansas - Fayetteville		x			receive a 50% discount for undergraduate classes only, up to 132 credit hours. Spouses and eligible dependent children can receive a 40% discount in undergraduate classes (limited to 132 credit hours) at any other campus of the University of Arkansas.	https://hr.uark.edu/benefits/tuition-benefits.php
University of California - Berkeley						
University of California - Los Angeles						

University of Colorado at Boulder	x	x			For children of Faculty and Staff: Scholarship of 1,000 once per award year 30% off tuition (Boulder campus) \$2,430 for up to 9 credit hours per year (other campus)	https://www.colorado.edu/scholarships/cu-boulder-scholarships/facultystaff-dependent-scholarships https://www.colorado.edu/bursar-campus-resources/employee-tuition-assistance-benefit
University of Connecticut (Storrs)		x			Tuition waiver for dependents and spouses of employees who are union members. They are applicable only to courses taken in Fall and Spring. The employee must be employed a minimum of 50%. The waiver will be prorated to the percent of employment above 50%.	https://hr.uconn.edu/dependent-child-tuition-waivers/# https://hr.uconn.edu/tuition-benefits/ https://hr.uconn.edu/spousal-tuition-waivers/
University of Florida	x	x			Tuition exchange scholarships on a competitive basis Higher education opportunity for children of employees (random draft of 150 from eligible applicant pool yearly)	http://aa.ufl.edu/resources/tuition-exchange-program/ https://learn-and-grow.hr.ufl.edu/education-programs/higher-education-opportunity-for-children-of-teams-employees/
University of Georgia		x			Full-time USG employees, their spouses, and their dependent children (Out of state tuition waiver)	https://www.usg.edu/policymanual/section7/C453/
University of Illinois - Urbana-Champaign		x			A 50% tuition waiver is available for eligible undergraduate children of Illinois senior public university employees at participating schools. Fees and charges other than tuition aren't included in this waiver, and it may not be used for extramural or correspondence courses.	https://osfa.illinois.edu/types-of-aid/waivers/child-of-employee-tuition-waiver/
University of Iowa					No apparent benefit for spouses or dependent	
University of Kansas - Lawrence		x			Spouses and dependent children of full-time permanent (100% appointment) university staff may be allowed to pay tuition equivalent to in-state rates. Required campus fees and all other required fees are assessed.	https://policy.ku.edu/registrar/staff-tuition-rates
University of Kentucky		x			Tuition and mandatory fee discount now available to eligible family members of regular full-time employees. The discount is applied toward undergraduate coursework and is determined by the employee's years of service.	https://www.uky.edu/hr/more-great-benefits/tuition-assistance-programs
University of Louisville					Tuition remission is available for dependent children of regular status employees at .80 FTE or above for courses counting toward a	http://louisville.edu/hr/human-resources/benefits/education

					first undergraduate degree. The employee must be claiming the child for tax purposes or must certify the employee is providing more than 50% of the child's support. For employees hired on or after 7/1/11, there is a waiting period of 12 months of continuous service	
University of Maryland - College Park		x			Spouses and children under the age of 26 of regular faculty and staff are eligible for tuition remission for full tuition, prorated to the percentage of employment (FTE) of the employee for the Fall and Spring semesters, 4 credits for Winter Term, and not to exceed 8 credits for the whole summer sessions. Spouse/Dependents of Contingent 2 employees are eligible for tuition remission at College Park only.	https://uhr.umd.edu/benefits/tuition-remission/eligibility/spouse-and-dependent-tuition-remission-eligibility/
University of Massachusetts - Amherst		x			Spouses and dependents of employees of the University of Massachusetts may be eligible for a tuition credit.	https://www.umass.edu/bursar/employee-and-dependent-tuition-fee-credits https://www.umass.edu/bursar/sites/default/files/Copy%20of%20Dependent%20waiver%20grid_Fall%202018%20%28002%29_0.pdf
University of Michigan - Ann Arbor	x				Beginning in 1999, unused Health Care and Dependent Care Flexible Spending Account contributions left in Benefits Office accounts were donated by University Human Resources to create the U-M Faculty and Staff Scholarship Fund. (IRS regulations do not allow employers to return these unused funds.) Those funds now provide support for University of Michigan-Ann Arbor undergraduates with financial need who have at least one parent who is an Ann Arbor campus or Michigan Medicine faculty or staff member with at least a 50 percent appointment. In 2016, 21 applicants each received \$2,000.	https://hr.umich.edu/about-uhr/uhr-news/scholarship-program-benefits-children-u-m-faculty-staff
University of Michigan - Dearborn	x				Four types of individuals are eligible for the Dependent Tuition Scholarship: <ul style="list-style-type: none"> • IRS-dependent children of faculty/staff • Spouses • Other Qualified Adults (OQA) • IRS-dependent children of (OQA) 	https://umdearborn.edu/students/financial-aid/types-aid/scholarships/university-michigan-employee-scholarship/um-dearborn-dependent-tuition-scholarship

					<p>These dependents must be associated with a regular (not temporary) part time and full time staff/ faculty at the University of Michigan (at a 50% and higher appointment). This scholarship is restricted to Michigan residents who are U.S. citizens/permanent residents.</p> <ul style="list-style-type: none"> • UM-Dearborn dependents receive a 50% tuition and fees scholarship • UM-Ann Arbor, UM-Flint, or UM Medical System dependents receive a 20% tuition and fees scholarship 	
University of Minnesota		x			Employee or family members who are not current residents of Minnesota, may qualify for resident tuition rates at the University of Minnesota.	https://humanresources.umn.edu/benefits/tuition-benefits
University of Mississippi - Oxford	x				<p>Child of Faculty/Staff Award</p> <p>Scholarship is available to children of employees of The University of Mississippi Main Campus (Oxford), The University of Mississippi Satellite Centers (Tupelo, DeSoto), and the University of Mississippi Medical Center in Jackson. Children of retired employees or those employees who die while in service are also eligible. • A partial tuition scholarship is available to dependent children of permanent, full time faculty and staff of The University of Mississippi. This tuition scholarship will cover 50% of tuition costs per semester • for each parent employed by The University of Mississippi. A tuition scholarship representing full tuition is available to single dependent children of full time faculty and staff of The University of Mississippi who were employed prior to July 1, 1977.</p>	https://finaid.olemiss.edu/wp-content/uploads/sites/42/2014/02/faculty_staff_child.pdf https://www.umc.edu/HR/files/files1/2018-benefits-at-a-glance-version-1.0.pdf
University of Missouri - Columbia		x			<p>Eligible spouses and dependent children of University of Missouri employees can receive a 50 percent reduction of tuition for up to 140 hours of MU college-credit courses per spouse or dependent child. For all courses at all levels, the rate of tuition reduction is based on the tuition charged to a resident student for undergraduate courses.</p> <p>For the spouse or dependent to receive the reduction, the MU employee must be currently employed as a benefit-eligible employee with one year of continuous full-time service immediately prior to the first day of the semester or session in which the spouse or dependent is enrolled.</p>	https://financialaid.missouri.edu/types-of-aid/university-employees-and-family.php

University of Nebraska - Lincoln		x			Full-time and retired employees who wish to continue their education may be eligible for tuition assistance through the employee scholarship program. Spouses and dependent children may also be eligible for this benefit.	https://www.nebraska.edu/faculty-and-staff/benefits/employee-and-dependent-scholarships.html
University of North Carolina - Chapel Hill	x	x			<p>The Fee Waiver Programs allows eligible employees and their spouses to waive certain University student fees (e.g., Student Health Service, Student Recreation Center, etc.). It does not apply to other fees required by specific schools or departments.</p> <p>A <u>Tuition Waiver</u> must be used first, if available. The amount of the scholarship award is contingent upon financial aid availability and covers in-state tuition and required fees for the courses, less the amount covered by an <u>Employee Tuition Waiver</u>.</p>	https://hr.unc.edu/benefits/educational-assistance/tuition-waivers/ https://hr.unc.edu/benefits/educational-assistance/employee-spouse-and-dependent-scholarship/
University of Oklahoma - Norman		x			<p>1. The waiver can be applied to the completion of the student's first baccalaureate degree, not to exceed a total of five years or ten fall/spring semesters.</p> <p>2. The waiver can be used for tuition charges during summer or intersession regardless of the student's number of enrollment hours.</p> <p>-- Full tuition waiver</p>	http://www.ou.edu/bursar/dependent-child-tuition-waiver https://newsok.com/article/5431809/some-ou-employees-children-are-now-eligible-for-a-full-tuition-waiver
University of Oregon		x			Faculty and Staff (not including temporary employees, graduate assistants, and other student employees) employed half-time or more on the first day of classes may register (or transfer their staff fee privileges to one family member each term) for a maximum of 12 hours of credit per term at the staff rate. The benefit cannot be subdivided among family members during the term. Part-time employees with less than .5 FTE are not eligible for staff rates.	https://hr.uoregon.edu/hr-programs-services/benefits/staff-tuition-benefit/eligibility-requirements

University of Pittsburgh		x			90% of tuition (up to 6 credits per semester) of undergraduate and graduate courses for spouse or domestic partner. 100% for children undergraduate courses for 12 semesters	https://www.hr.pitt.edu/current-employees/benefits/education-benefits/staff
University of Rhode Island		x			Reciprocal Faculty Dependent Tuition Agreement Dependents of full-time faculty and staff (both classified and non-classified whose employment qualifies them for benefits) are able to enroll in undergraduate degree programs at any of the participating institutions at the in-state tuition rate.	
University of South Carolina - Columbia					Appears to have nothing in place	
University of South Florida		x			Nothing for dependents stated on website	https://www.usf.edu/hr/documents/benefits/educational-benefits/employee-tuition-program-faq.pdf
University of Tennessee - Knoxville					Student fee discount for spouse and dependent child	https://hr.utk.edu/wp-content/uploads/sites/56/2019/01/HR0331-Request-for-Student-Fee-Discount-for-Spouse-and-Dependent-Child-521_0-1.pdf
University of Texas - Austin					Nothing appears to be in place	
University of Virginia					Nothing appears to be in place	
University of Washington					The University's tuition benefit programs provide financial assistance to help employees, their spouses, and dependents take advantage of post-secondary educational opportunities. <ol style="list-style-type: none"> 1. Tuition Remission- for employees, spouses or dependents taking courses or pursuing degrees on the Seattle University campus. 2. Faculty and Staff Children Exchange (FACHEX) – for dependent children's undergraduate education at a U.S. Jesuit university or college. 3. Tuition Exchange – for dependent children's undergraduate education at one of 600 (U.S.) colleges and universities. 	https://www.seattleu.edu/hr/benefits/tuition-benefits-program/

					4. Tuition Discount Program – if not a participant in a tuition exchange benefit, the University will reimburse 4.25% of dependent children's undergraduate tuition costs.	
University of Wisconsin - Madison					Nothing appears to be in place	
Virginia Polytechnic Institute and State University					tuition assistance to eligible employees and scholarships to spouses and dependents	https://www.hr.vt.edu/benefits/discounts.html
Washington State University - Pullman					Nothing appears to be in place	
West Virginia University	x				Dependent education scholarship	https://talentandculture.wvu.edu/wellness-and-perks/dependent-education-scholarship