

Shared Governance Proposal

- I. **Date:** 12-18-19
- II. **Sponsoring Constituent:** Lillie M. Fears, Professor and/or Employee Benefits Committee??
- III. **Statement of the Issue:** The AState Faculty Handbook Tuition Discount policy (V.P. 12a and V.P. 12b) states that “University faculty members and other employees, their spouses, and their unmarried dependent children are entitled to the tuition discounts outlined below:
 - a. Undergraduate Level: Regular full-time faculty members and other employees, their spouses, and their unmarried dependent children may enroll for undergraduate studies for credit or for audit on a space available basis with the tuition rate being 25 percent of the current cost per credit hour provided they are eligible for resident tuition. Course challenge exam fees do not qualify for discounts. An individual who utilizes the undergraduate tuition discount may not accept a full-tuition university-sponsored scholarship.
 - b. Graduate Level: Regular full-time faculty members and other employees, their spouses, and their unmarried dependent children are eligible for waiver of one-half tuition for graduate-level studies; however, they must first have become eligible for resident tuition.”

The Concerns:

1. As written, this policy unfairly excludes employees who do not have spouses or unmarried dependent children.
2. As written, this policy allows for an employee’s spouse and unmarried dependent children to qualify for tuition discount, regardless of the employee’s years of service to the university.

Recommendation:

This policy should be adjusted to allow employees who do not have spouses or unmarried dependent children to qualify for the tuition discount benefit. For example, an employee in this situation who has worked for AState for 10 or more years should be allowed to use the tuition discount to assist a set number of close family members, particularly unmarried family members, with paying tuition costs.

Given the language in the current policy, it is possible an employee with less than one year of service to the university can marry an individual with dependent children and the spouse along with the unmarried dependent children immediately can become eligible for tuition discount benefits, whereas someone who has no spouse, nor legal dependent children, and who has worked for the university for

several decades, can never use the tuition discount to assist unmarried close relatives with paying tuition costs.

- IV. **Rationale for Proposal:** This is a modification of the existing Tuition Discount policy in the current AState Faculty Handbook on pages 138-139.
- V. **Type of Review:** Full Review.