

Proposed changes to the Employee and Spouse/Dependent Tuition Assistance Program

Human Resources, in partnership with the University Support Staff Senate, the Unclassified Professional Senate, and the Provost's Office, have reviewed the current Employee and Dependent/Spouse Tuition Assistance Programs. The following recommended modifications to existing policy will be presented to KBOR in the spring for their approval.

Spouse and Dependent Children

Recommended modifications will achieve the following:

- Allow assistance to be available to a larger group of spouses and dependents by including benefit-eligible employees less than full-time and removing the requirement for dependent children to be enrolled in 12 undergraduate credit hours.
- Focus assistance on degree-seeking first undergraduate students which aligns with the strategic goals set forth in Kansas Board of Regents Foresight 2020.
 - Increase Higher Education Attainment Among Kansans
 - Improve Alignment of the State's Higher Education System with the Needs of the Economy
 - Ensure State University Excellence
- Allow more flexibility in how students utilize the assistance by removing the lifetime maximum semesters and replacing with lifetime maximum credit hours and opening the assistance to the summer semester.

Employees

Recommended modifications will achieve the following:

- Focus assistance on degree-seeking undergraduate and graduate programs which has been the intent, but wasn't explicitly noted.
- Allow more flexibility in how students utilize the assistance by removing the limit of two courses per semester.

Tuition Assistance for Spouses and Dependent Children		
	Current	Proposed
Employee Eligibility	Full-time employees	0.5 FTE and above, benefits-eligible employees
Spouse Eligibility	Degree-seeking graduate or undergraduate; may be part-time student	Degree-seeking first undergraduate; may be part-time student
Dependent Children Eligibility	Degree-seeking graduate, undergraduate or professional academic program; must be enrolled in 12 credit hours for undergraduate or part-time graduate	Degree-seeking first undergraduate; may be part-time student
Semesters	Fall or Spring only	Fall, Spring and Summer
Undergraduate Tuition Assistance	Limited to cost of resident tuition up to max of seven credit hours per semester	Limited to 50% of the cost of resident tuition for maximum of 15 credit hours per semester
Graduate Tuition Assistance	Limited to cost of resident tuition up to max of three credit hours per semester	N/A*
Lifetime Maximum Semesters	Limited to no more than eight semesters	Remove maximum semesters and replace with maximum credit hours
Lifetime Maximum Credit Hours	N/A	Limited to no more than 60 credit hours

*Those currently receiving tuition assistance for graduate programs will continue to receive assistance through completion of program. No new applicants.

Tuition Assistance for Employees		
	Current	Proposed
Employee Eligibility	University Support Staff and Unclassified Professional non-teaching employees who hold at least 0.5 FTE, benefits-eligible appointment	No change
Maintain Eligibility	“C” or better for undergraduate or “B” or better for graduate	No change
Course Eligibility	Can be credited towards a degree, will provide professional growth or development or is job-related training	Degree-seeking undergraduate or graduate program
Semesters	N/A	N/A
Tuition Assistance	Limited to two courses or seminars per semester, not to exceed six semester hours in fall or spring or three hours in summer	Limited to the cost of resident tuition up to max of seven credit hours per semester for undergraduate or six credit hours for graduate
Maximum Semesters	N/A	No change
Maximum Credit Hours	N/A	No change
Classes during Work Hours	Release of employee to attend classes or seminars during regular work hours is subject to requirements and discretion of employee’s supervisor and budget officer; limited to one course or seminar per semester	No change