

Florida Statutes – State Employee Tuition Waiver

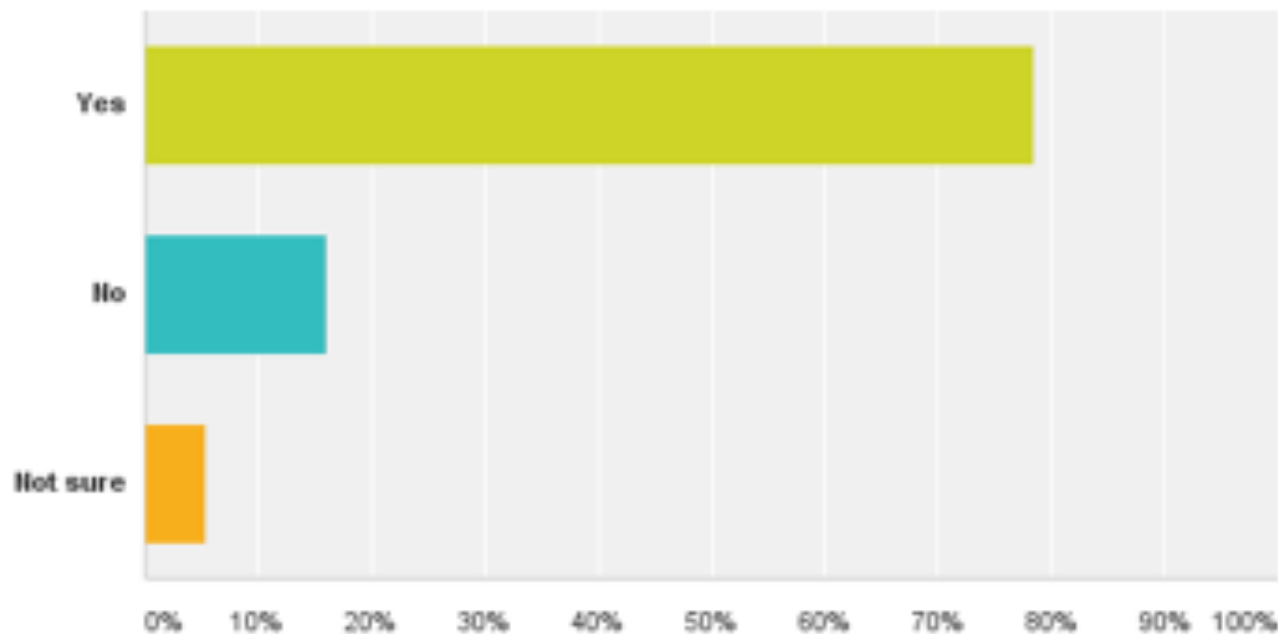
- 1009.265 State employee fee waivers.—(1) As a benefit to the employer and employees of the state, subject to approval by an employee's agency head or the equivalent, **each state university and Florida College System institution shall waive tuition and fees for state employees to enroll for up to 6 credit hours of courses per term on a space-available basis.**
- (2) The Chief Financial Officer, in cooperation with the Florida College System institutions and state universities, shall identify and implement ways to ease the administrative burden to Florida College System institutions and state universities, including, but not limited to, providing easier access to verify state employment.
- (3) From funds appropriated by the Legislature for administrative costs to implement this section, Florida College System institutions and state universities shall be reimbursed on a pro rata basis according to the cost assessment data developed by the Department of Education.
- (4) The Auditor General shall include a review of the cost assessment data in conjunction with his or her audit responsibilities for Florida College System institutions, state universities, and the Department of Education.
- (5) For purposes of this section, employees of the state include employees of the executive, legislative, and judicial branches of state government, **except for persons employed by a state university.**

Article 24.7 Free University Courses for Employees

- **24.7 Free University Courses for Employees.** Full-time employees, including employees on sabbaticals or on professional development or grants-in-aid leave, may enroll for up to six (6) credit hours of instruction per term (Fall, Spring, or Summer) without payment of tuition and fees on a space-available basis. See UCF Regulation 3.0031 Employee Tuition Free Course Enrollment.

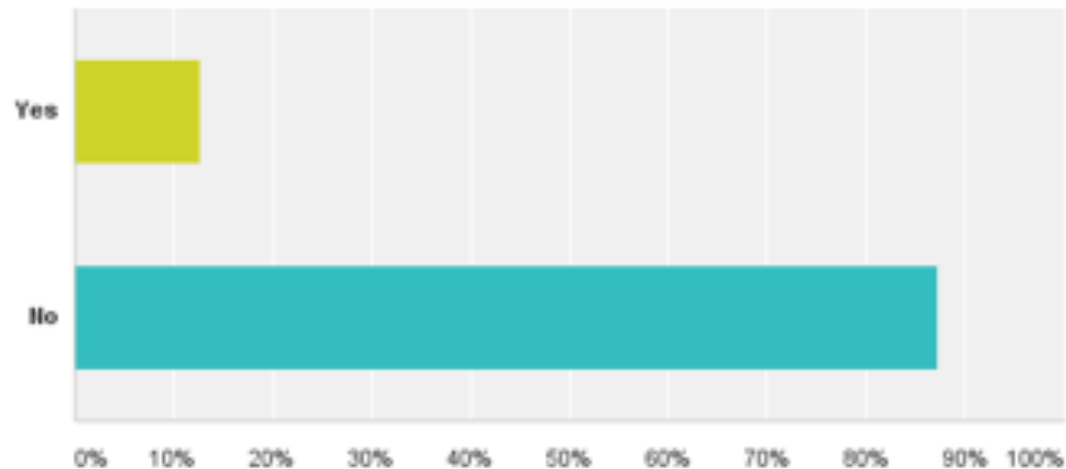
Awareness at UCF

Q21: Are you aware of the free university courses for employees?



Use at UCF

Q22: Have you used the free university courses for employees?



477 UCF employees used the waiver last year

208 UCF employees enrolled in courses but did not use the waiver

- courses often do not have space
- some employees used other waivers

Providing this Benefit to Immediate Family Members of Employees

- A powerful tool for recruitment and retention!
 - Termed “The Golden Handcuffs” at other universities
 - Reduces faculty attrition
- Necessary to compete with in-state rivals, peer institutions
 - Common benefit at UCF’s aspirational peer institutions
- Can increase the attractiveness of this benefit by joining The Tuition Exchange (<http://www.tuitionexchange.org/>)
 - “. . . a reciprocal scholarship opportunity for the dependents of eligible faculty and staff at all 630 member schools.”

FL Members of The Tuition Exchange

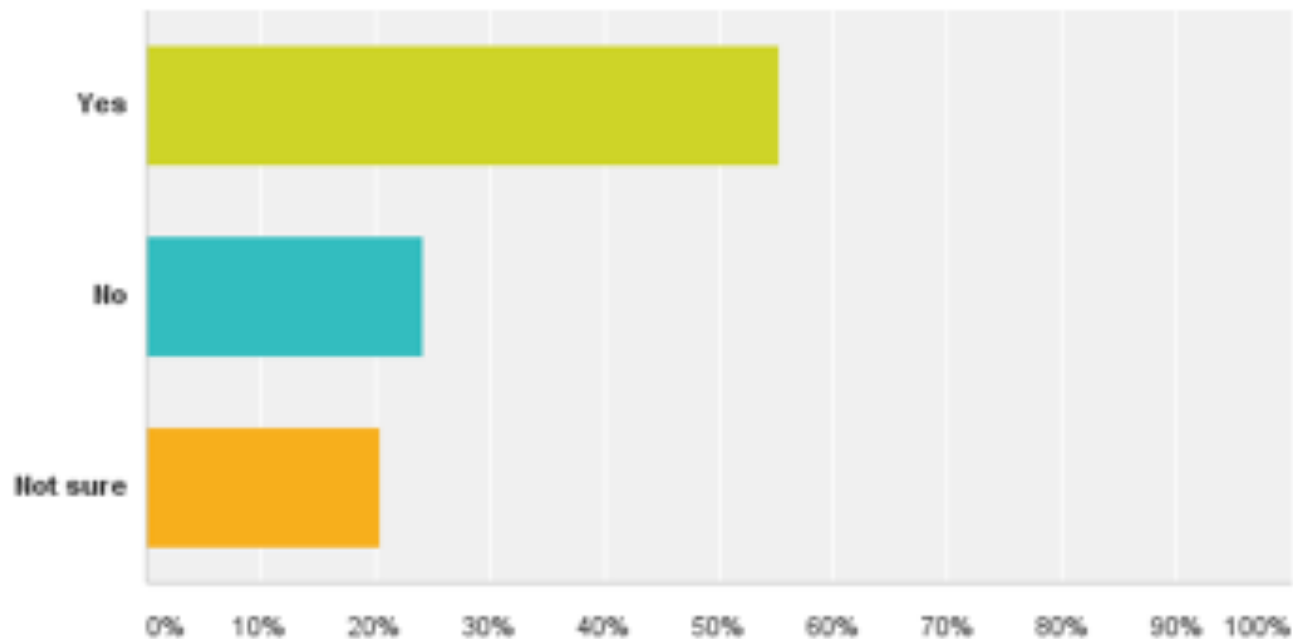
- Barry University
- Eckerd College
- Edward Waters College
- Embry-Riddle Aeronautical University
- Flagler College
- Florida Institute of Technology
- Florida Southern College
- Jacksonville University
- Johnson & Wales University
- Lynn University
- **New College of Florida**
- Palm Beach Atlantic University
- Saint Leo University
- St. Thomas University
- Stetson University
- **University of Florida**
- **University of North Florida**
- University of Tampa

Out-of-State Members of The Tuition Exchange

- American University
- Baylor University
- Bennington College
- Boston University
- Bucknell University
- Case Western Reserve University
- Creighton University
- Depaul University
- Fordham University
- Furman College
- George Washington University
- Gonzaga University
- Mount Holyoke College
- Rochester Institute of Technology
- St. Louis University
- Smith College
- Syracuse University
- University of Delaware
- University of Pittsburgh
- University of Southern California
- University of the Virgin Islands
- Villanova University
- Xavier University (OH)
- *and 589 more*

Great Interest in Tuition Benefits for Family at UCF

Q23: If the free university courses benefit were extended to your dependents, would you be likely to use it?



How does UCF compare to other State Universities in FL?

	FIU	FGCU	UWF	UNF	UF	USF	FAMU	FAU	FSU	UCF
Employee Tuition Waiver (Number of credits/semester)	6	6	6	6	6	6	6	6	6	6
Transferable to Family Members	10	6	6	3 additional		considering				
Member of The Tuition Exchange				Yes	Yes					

57% of UCF'S comparable peer institutions provide tuition benefits to spouses/partners and dependents

Florida
International
University

Faculty members and their dependents may be allowed to enroll for up to a combined ten (10) credit hours of courses per term on a space-available basis, with employees enrolling in no more than six (6) credit hours, provided they meet the criteria specified by the Office of the Registrar. In addition, the University Graduate School has also published a set of guidelines with respect to graduate degrees. A member of the faculty may not pursue a graduate degree in the same school or college to which he/she is appointed.

Kent State
University

Tuition benefits in the form of fee waivers are granted to full-time university employees, their spouses, domestic partner and/or dependent children and selected part-time employees.

The tuition benefit is only available to spouses, domestic partners, and dependent children, including stepchildren and legally adopted children, of full-time employees upon completion of the employee's eligibility period. This benefit is also applicable to dependent children under the legal guardianship of the employee.

Tuition waiver benefits are available to spouses and dependent children of deceased, disabled or retired employees when the employees meet the eligibility requirements defined in this policy.

Two examples chosen at random

75% of UCF's aspirational peer institutions provide tuition benefits to spouses/partners and dependents

Oregon State University

The staff fee rate is 30% of resident undergraduate tuition.

Staff Fee Privileges are transferable to eligible dependents of the employee, spouse, or domestic partner

A qualified family member may take up to twelve (12) credit hours per term at the staff instructional fee (tuition) rate. At Eastern Oregon University, Portland State University, Southern Oregon University and Western Oregon University; the family member staff fee rate is 30% of regular (not differential) resident undergraduate tuition for both undergraduate and graduate students.

University of Colorado at Boulder

The University of Colorado offers a tuition benefit to eligible employees which may be transferred to their eligible dependents. This benefit allows eligible employees to receive a waiver for up to a total of nine credit hours of tuition per year and allows their dependents to receive a discount of ten percent off of the student share of tuition.

Beginning fall 2014: the dependent benefit has changed to a ten percent discount on the student share of tuition (tuition less the College Opportunity Fund stipend) and is no longer based on space available or full-time status. Dependents may register for courses during the regular enrollment period and can be enrolled full-time or part-time. The employee is not eligible to use the 9 credit hour tuition waiver during an academic year in which a dependent utilizes the ten percent discount for one or more semesters. College Opportunity Fund stipend -the amount of money per credit hour paid by the state of Colorado on behalf of an eligible undergraduate student

Two examples chosen at random

Framework for UCF Tuition Benefit

- Continue to provide eligible bargaining unit employees with opportunity to enhance their education and job skills
- Allow transfer of benefits to the immediate family members of bargaining unit employees
- Become a member of The Tuition Exchange

- **A powerful recruiting and retention tool**
 - **Necessary to compete with in-state rivals, peer institutions, and those ranked above UCF**
- **A great way to reward hard-working faculty, build institutional loyalty, and strengthen the UCF community**