

## FORENSIC REPORT

### COMPARISON OF TUITION BENEFITS AT PEER INSTITUTIONS OF THE 'BIG TEN'

#### COMMITTEE ON CAMPUS CLIMATE AND DIVERSITY

APRIL 2018

Our committee undertook a forensic survey of the employee tuition benefits of peer institutions (as publicly available on school websites; see below) within the Big Ten Conference (**Table 1**): Penn State; University of Ohio; Michigan State; University of Michigan; University of Illinois at Urbana-Champaign; Indiana University Bloomington; University of Iowa; University of Minnesota; University of Maryland, College Park; University of Nebraska-Lincoln; Northwestern University; Purdue University; Rutgers University; University of Wisconsin-Madison.

All fourteen institutions offer full to partial tuition discounts for educational courses taken by employees. Some of these discounts are available on an as need basis or are budget dependent. The University of Nebraska-Lincoln, the University of Minnesota and the University of Wisconsin-Madison offer scholarship programs whereby employees can apply for tuition remission. The University of Nebraska-Lincoln limits remission to the University's resident tuition charge. Ten of fourteen (71%) schools offer partial tuition discounts or tuition remission for dependents with varying stipulations including age limits for children, maximum number of credits per academic year and maximum dollar value. The University of Wisconsin-Madison offers no tuition benefits for dependents. The University of Iowa, The University of Minnesota and the University of Lincoln-Nebraska offer resident tuition rates for dependents. The University of Michigan offers a one year non-resident tuition differential grant to dependents of new hires. Five of fourteen (36%) schools offer tuition discounts or remission for undergraduate and graduate level programs to dependents and employees. Ten of fourteen (71%) specifically indicate tuition remission for graduate level courses. Four of fourteen (29%) schools offer tuition discounts or remission for professional programs. Seven of fourteen (50%) schools offer tuition benefits for institution and/or University system specific courses only for dependent, employees or both.

Penn State ranks in the top five for tuition benefits for dependents and is among the 43% of schools that offer employees greater than 75% tuition remission. Two schools offer 100% in system tuition remission for dependents (University of Maryland, College Park and Rutgers University). Three schools offer 100% tuition remission for employees with varying stipulations.

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**Table 1: Big Ten Tuition Benefits Comparison**

UNIVERSITY	STUDENT STATUS	% REMISSION	DEGREES COVERED	ELIGIBLE UNIVERSITIES
<b>Penn State</b>	Dependent	Grant-in-aid benefit is 75% discount on tuition (up to age 26 for dependent children).	Undergraduate for children Undergraduate, graduate for spouse	Penn State all campuses, World Campus, PA College of Technology
	Employee	Grant-in-aid benefit is 75% discount on tuition. 16 credit limit per year for a 3 semester appointment, 12 credit limit per year for a 2 semester appointment.	Undergraduate, graduate	
<b>University of Ohio</b>	Dependent	50% if one parent is an OSU employee (max \$4820), 75% if both parents are OSU employees (max \$7630 per semester) for up to 8 semesters or 140 semester hours of enrollment.	Undergraduate, graduate or professional degree-granting programs	OSU
	Employee	Up to \$9,640 per semester (in- and out of State resident fees) Undergrad not taxed. Grad up to \$5,600 not taxed, above \$5600 taxed.		
<b>Michigan State</b>	Dependent	50% of tuition up to 120 credits.	Undergraduate only	MSU Only
	Employee	Eligibility varies. 100 % of MSU undergraduate coursework up to 14 credits per year. For graduate course work, 50% of undergraduate tuition rate. For non-MSU accredited institutions	Undergraduate, graduate	Any accredited college/university within Michigan

<b>University of Michigan</b>	Dependent	<p>Special One-Year Non-Resident Tuition Differential Grant for dependent of newly recruited faculty hires.</p> <p>Dependents of faculty and staff with 50% or more appointment, and evidence of financial need are eligible to apply for "UM Faculty &amp; Staff Scholarship Fund".</p>	Undergraduate	<p>UM Only</p> <p>UM Only</p>
	Employee	<p>Full time employees 75% tuition. Maximum 12 credits per year.</p> <p>Part time staff working half time or more hour, receive a prorated discount from the 75% equivalent to the percentage of their hours to full time.</p>	Not specified. Course must be job related or related to career opportunities	UM or other accredited colleges and universities
<b>University of Illinois at Urbana-Champaign</b>	Dependent	50% tuition waver for children (under the age of 25) of employees (minimum 50% hire), excluding fees for up to 4 years. Excludes employees of University related organizations e.g. Alumni Association.	Undergraduate only	Any campus of an Illinois senior public university
	Employee	Tuition waver, not subject to taxation up to \$5,250 for employees with 25% or more service.	Graduate level	
<b>Indiana University Bloomington</b>	Dependent	50% tuition waver for dependent children (23 years of age or under and unmarried), variable subsidy rate for spouses of fulltime	Undergraduate, graduate and professional programs	IU only

		(75% FTE or greater) academic and staff employees. Limit of 140 credit hours.		
	Employee	Variable subsidy rate up to a dollar amount of \$1200-\$1500, only one dependent or employee reimbursement per semester.		
<b>University of Iowa</b>	Dependent	No benefit for spouses or dependents other than they automatically receive resident tuition rates.	Not specified	Not specified
	Employee	Employees may apply for full coverage of up to one course (up to 4 credits) per semester, excluding other fees. Must have a regular 50% or greater appointment.	College credit course	
<b>University of Minnesota</b>	Dependent	Family members may qualify for resident tuition rates.	Not specified	Not specified
	Employee	Benefits eligible faculty who hold 75-100% time appointments can apply to the Regents Scholarship fund for partial or full coverage of tuition costs. 100% coverage if pursuing first undergraduate degree. 75% coverage for all other eligible classes.	Undergraduate, graduate, professional programs	Not specified
<b>University of Maryland, College Park</b>	Dependent	100 % tuition remission for qualifying programs and family members. 50% remission for dependents at a University System of Maryland (USM) degree granting institution. Minimum 50% hire required for eligibility.	Undergraduate, graduate programs, medical and dental programs excluded	UM and other USM degree granting institutions that participate in the USM tuition remission program.

	Employee	Employees with at least 50% time can take up to 8 credits per semester. Tuition remission is proportional to the percentage of service.	Medical school and dental school excluded	UM and USM institutions, non-USM institution upon approval
<b>University of Nebraska-Lincoln</b>	Dependent	All regular full time (1.00 FTE) employees who meet the eligibility requirements may transfer up to 15 credit hours per year to their spouse or dependent at tuition equal to the University's resident tuition charge per semester credit hour at campus of attendance. Child must be enrolled full-time, not required for spouse.	Undergraduate	UN campuses only
	Employee	Employee Scholarship program provides tuition equal to the University's resident tuition charge per semester credit hour. The program is limited to no more than 15 credit hours in any 12 month period and is normally restricted to no more than 6 credit hours per semester.	Academic credit courses	
<b>Northwestern University</b>	Dependent	Benefit based on billed tuition minus forms of financial aid, not including mandatory fees. Tuition coverage up to 12 quarters per dependent (up to age 26). % coverage varies from 85%-90% by service years. Portable benefits are available for non-NW courses and range from 50-100% by service years.	Undergraduate	NW and at other non-NW locations (Portable benefits program)

	Employee	Full-time faculty and staff are eligible receive 90% tuition coverage up to \$12,000 per calendar year. Any amount over \$5,250 is considered taxable income.	Undergraduate, graduate	
<b>Purdue University</b>	Dependent	Dependents are eligible for a partial remission of tuition assessed at the applicable staff rate approved annually by the Board of Trustees.	Purdue credit courses	Purdue only
	Employee	Faculty and staff can apply for partial remission of tuition assessed at the applicable staff rate.	Purdue credit courses	
<b>Rutgers University</b>	Dependent	100% tuition remission for children with limits dependent on length of degree.	Undergraduate, graduate, professional programs	Rutgers only
	Employee	Full time faculty and staff are eligible to receive tuition remission based on salary and rank: salary above \$103, 482 or rank of Associate Professor or above are entitled to 50% tuition remission; salary below \$103, 482 or rank below Associate Professor are entitled to full tuition remission.		
<b>University of Wisconsin-Madison</b>	Dependent	No benefit for spouses or dependents		
	Employee	Employees may be reimbursed (tuition and fees) for authorized job or career related education within budget constraints. Must have half-time or greater appointment.	Undergraduate, graduate, professional development	Any state accredited public or private higher educational institution or WTCS district institution.

**Website URLs:**

Penn State: <https://hr.psu.edu/benefits/educational-privileges>

University of Ohio: <https://hr.osu.edu/benefits/tuition-assistance/dependent/>

Michigan State: [https://hr.msu.edu/news\\_feeds/EducationalAssistance.htm](https://hr.msu.edu/news_feeds/EducationalAssistance.htm), <https://www.hr.msu.edu/policies-procedures/support-staff/support-staff-policies-procedures/edassist.html>

University of Michigan: <http://spg.umich.edu/policy/201.69>, <https://www.provost.umich.edu/faculty/family/benefits/index.html>

University of Illinois at Urbana-Champaign: [https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item\\_id=1144](https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_id=1144),  
[https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item\\_id=1160](https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_id=1160)

Indiana University Bloomington: <http://hr.iu.edu/benefits/tuition.html>, [http://hr.iu.edu/benefits/tuition\\_plan.html](http://hr.iu.edu/benefits/tuition_plan.html)

University of Iowa: <https://hr.uiowa.edu/tuition>

University of Minnesota: <https://humanresources.umn.edu/benefits/tuition-benefits>

University of Maryland, College Park: <https://uhr.umd.edu/benefits/tuition-remission/>

University of Nebraska-Lincoln: <https://www.nebraska.edu/faculty-and-staff/benefits/employee-and-dependent-scholarships.html>

Northwestern University: <https://www.northwestern.edu/hr/benefits/educational-assistance/ee-reduced-tuition-benefits.html>,  
<https://www.northwestern.edu/hr/benefits/educational-assistance/reduced-tuition-benefits.html>,  
<https://www.northwestern.edu/hr/benefits/educational-assistance/portable-tuition-benefits.html>

Purdue University: <http://www.purdue.edu/policies/business-finance/iid3.html>

Rutgers University: <http://uhr.rutgers.edu/benefits/non-state-benefits-rutgers-positions/tuition-remission>

University of Wisconsin Madison: <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/educational-assistance-for-faculty-staff/>