

# Education Benefit Overview for Board of Regents

## **Benefit summary under current University Regulation 04.06.010**

After a six-month waiting period, regular eligible employees may have tuition waived for up to eight eligible credits per semester for a total of sixteen credits per academic year. Employees also may have certain non-credit course charges waived if UA approves the course for employee use. Spouses and dependent children (up to age 24) of regular employees are afforded similar but not identical benefits. They are eligible to have tuition waived for eligible for-credit courses. UA requires that regular employees, their spouses and dependents maintain a GPA of 2.0 for undergraduate classes and 3.0 for graduate classes. Adjunct faculty earn a waiver of three credit hours for each semester taught. This benefit, therefore, is currently available in some form to over 5,800 UA employees. In general, waivers do not apply to self-support courses, non-credit courses, 500 level and year-long courses, or to associated student charges or fees, such as network, lab, course, health, recreation, room and board.

## **Survey**

In November of 2013, the SW Human Resources office conducted a survey of all eligible employees to gather information about their thoughts and use of this program. Over 2,700 employees responded to this survey for a response rate of 47%.

employees. The benefit offered decreases to 84-88% for spouse and dependent children. Average number of credits waived was 15. The CUPA survey also showed that the median waiting period across institutions before eligibility was 12 months.