

Contact: Marcia Brunson

**REPORT ON MODIFICATIONS TO TUITION ASSISTANCE PROGRAMS**

**Action Requested:** Receive the report on modifications made to the tuition assistance programs in place at the universities.

**Executive Summary:** At the June meeting of the Human Resources Committee, tuition assistance programs in place at the institutions were discussed. Discussion topics included items such as increasing the number of credit hours that would be eligible for reimbursement and creating an enterprise-wide program.

An interinstitutional work group including the Vice Presidents for Finance, representatives of the Board Office, campus human resources directors and HR staff responsible for the administration of the program on the campuses discussed these issues.

It was believed, while an enterprise-wide program would not be feasible due to the complexities in program administration existing at each of the universities, it would be possible to modify the existing programs with similar basic requirements and benefits as follows:

**Eligibility:** Nontemporary/permanent employee with a continuous appointment for one year or longer

**Coursework:** Work related with approval of the supervisor unless the employee is pursuing an undergraduate degree

**Reimbursement:** Up to four credit hours per term at the same rate as the institution's resident tuition within the budget of the institution

**Reimbursement priority:** Regent institutions, institutions of higher education with partnership agreement with Regent institutions, external accredited institutions

The group felt that increasing the assistance level above the four credit hours would not be feasible due to budget limitations and productivity loss from the employee being absent from work for two classes during a term.