

Faculty Senate Resolution regarding Tuition Benefit

Whereas, comments from faculty to the Committee on Benefits indicates that faculty and staff remain concerned about the tuition reimbursement program, and

Whereas, the comments have given a number of suggestions about revising the tuition reimbursement program that could be instituted at low cost, and

Whereas, tuition reimbursement for dependents of faculty and staff who are not spouses or children is not currently covered, and

Whereas, the current rules regarding the tuition reimbursement program cut off the benefit for children who are no longer dependents or who are older than 23 years old and are also cut in the case of employees who have died, and

Whereas, the normal length of time to graduate with a bachelor's degree at MSU exceeds 5 Years, and

Whereas, MSU has become an ever more important graduate institution with the time required for master's degrees offered by MSU adding an additional 2 or 3 years' time, therefore,

Be it Resolved that the policy regarding the age at which the tuition reimbursement benefit expires for children will be increased from the current 23 year old cutoff and increased to allow a normal student to complete both a bachelor's and a master's degree, and

Be it further Resolved that said children of faculty and staff are eligible to receive the tuition reimbursement benefit regardless of dependent status, and

Be it further Resolved that dependents of faculty and staff who are not their children (e.g. grandchildren, etc.) will be qualified for the tuition reimbursement benefit and,
Be it further Resolved that children of deceased faculty and staff who meet the other regular requirements (i.e., age restrictions) will be qualified for the tuition reimbursement program, and

Be it further Resolved that either of the following two options will be implemented: (1) the tuition reimbursement may be banked by faculty and staff in years that the full 15 credit hours is not utilized
by the faculty/staff member or (2) MSU will offer full tuition waivers to faculty and staff, their spouses/partners
and their children or eligible dependents.