

Motion from the UC HR Committee

In September of 2014, the UGA Staff Council submitted a proposal titled “UGA Family Higher Education Program” to the University Council Human Resources Committee. The proposal requested a tuition assistance benefits program for spouses and dependents of university employees, outlined how such a program might be set up, and provided links to similar programs at peer institutions. HR Committee members voted to support the proposal. The following motion was passed by the HR Committee on 6 October 2015:

The University Council requests that the University System of Georgia study and offer tuition assistance benefits to spouses and dependents of system employees.

Rationale

A spouse and dependents tuition assistance program will address five key goals that are significant to UGA’s mission:

- 1) Enhance work/life balance by giving employees’ spouses and dependents the opportunity for a more affordable college education at the university they all serve
- 2) Improve quality of life for faculty and staff (UGA Strategic Plan 2020, Section V, e)
- 3) Enable hiring and retention of “world-class” and “star’ faculty” and staff (UGA Strategic Plan 2020, Section III, a & g)
- 4) Increase competition with both private and public organizations that offer similar programs
- 5) Serve as a recruitment tool when numerous employees retire, and this institution needs to attract new faculty and staff to serve UGA and the state of Georgia

UGA and USG are in an excellent position to examine our comparator and aspirational universities as well as other institutions and private organizations that provide some form of family higher education tuition assistance programs to their employees. USG and UGA can develop the best program for this benefit to be successfully implemented here at UGA and/or other USG institutions.

The entire Family Higher Education Program proposal that presents an example of said benefit is not included here; however, a list of peer institutions’ websites is attached.

Websites on Tuition Assistance programs for Faculty/Staff's Dependents & Spouses

Over half of our peer institutions offer tuition waivers to employees' dependents and spouses.

Comparator institutions

- University of Florida: <http://hr.ufl.edu/learn-grow/education-programs/higher-education-opportunity/>
- University of Kentucky: <http://www.uky.edu/hr/benefits/more-great-benefits/employee-family-education-program>
- University of Arizona: http://www.hr.arizona.edu/qualified_tuition_reduction
- Ohio State University: https://hr.osu.edu/benefits/eb_tuitionassistance
- Michigan State University: <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/coursefee.htm>
- University of Maryland: <http://uhr.umd.edu/benefits/tuition-remission/>
- University of California – Davis: http://sdps.ucdavis.edu/fee_assistance/uc_online_education.html

Aspirational institutions

- Cornell University: <https://www.hr.cornell.edu/benefits/education/ccts.html>
- Pennsylvania State University: <http://ohr.psu.edu/benefits/additional-benefits/teamsters-educational-privileges/>
- University of North Carolina – Chapel Hill: <http://hr.unc.edu/policies-procedures-systems/spa-employee-policies/educational-assistance/employee-spouse-and-dependent-scholarship/>
- University of Texas – Austin: <http://catalog.utexas.edu/general-information/registration-tuition-and-fees/tuition-and-fees/tuition-waivers/>