



**UNIVERSITY SENATE  
Faculty Affairs and Personnel Committee**

**Report and Recommendation on Tuition Remission for Part-Time Lecturer Faculty**

**1. THE CHARGE**

S-0710 *Proposal on Tuition Remission for Part-Time Lecturer Faculty: Consider and make recommendations regarding the feasibility of implementing the "Proposal to Make Tuition-Remission Benefits Available to Part-Time Lecturer Faculty" received from Professor/Senator Karen Thompson. Respond to Senate Executive Committee by November 2008.*

The proposal can also be downloaded from:

<http://senate.rutgers.edu/KThompsonOnTuitionRemissionForPTLs.html>

**2. SUMMARY**

The Faculty Affairs and Personnel Committee (FAPC) was asked to review the feasibility of amending University Regulation 60.2.1 to include tuition remission for part-time lecturers (PTLs). The intent of the charge was to extend tuition remission benefits not only to PTLs and their families, but also to newly appointed PTLs who, as graduate students, finished their teaching assistantships and are approaching completion of their terminal degree.

In an effort to provide the possibility of professional development for a large segment of Rutgers employees, thus improving the quality of education at Rutgers, the FAPC has formulated a single recommendation on this proposal and submits the following for action by the University Senate:

- To recommend that University Regulation 60.2.1 be amended to include a 50% tuition remission benefit for part-time lecturer (PTL) teaching faculty who have 1) taught 12 credits or more at Rutgers University and are 2) appointed as Rutgers employees as of the first day of class. This benefit does not extend to dependent children, spouses, or domestic partners. To take advantage of this benefit, PTL employees must be admitted to one of the undergraduate, graduate, or professional divisions of the university (matriculated or non matriculated) and may enroll only during the add/drop period for the term in which the course is offered (no late registration fees will be charged).

**3. REPORT AND RECOMMENDATION**

The FAPC met and discussed the charge in four sessions (10/19/07, 1/25/08, 3/28/08, and 10/24/08). The committee invited Executive Vice President for Academic Affairs (EVPAA) Phil Furmanski to attend the 2008 September meeting. He attended and graciously provided data on the number of Rutgers faculty who currently receive a tuition benefit and how much this benefit costs the University (on average).

In addition to the proposal itself, the committee considered additional documents obtained from the Human Resource web pages posted by other AAUs, summarized in Appendix I (online at <http://senate.rutgers.edu/FAPCPTLTuitionRemissionAppendixI.pdf>). The FAPC draft report submitted to the Senate Executive Committee was the result of interim deliberations and votes, and was circulated by e-mail to the membership for approval prior to submission.

### 3.1. Background and Discussion

The tuition remission benefit for employees and dependent children at Rutgers University is currently available only to regularly appointed, full-time faculty or staff members. Employees who wish to further their own education (personal benefit) must be admitted to one of the undergraduate, graduate, or professional divisions of the university (matriculated or non matriculated). As of July 1, 2008, the benefit to employees is as follows (found in documents at these links: <http://uhr.rutgers.edu/ben/TuitionRemission.htm> and <http://policies.rutgers.edu/PDF/Section60/60.2.1-current.pdf>):

- Staff receiving a salary at or below \$95,638 are entitled to full tuition remission
- Staff receiving a salary above \$95,638 are entitled to 50% tuition remission
- Faculty members below the rank of Associate Professor are entitled to full tuition remission
- Faculty members who are in the rank of Associate Professor or above are entitled to 50% tuition remission

The dependent children of full-time employees are also entitled to a tuition remission benefit. The employee must be appointed as of the first day of class, and the child must be admitted to and enrolled in one of the undergraduate divisions of the university, studying full-time or part-time for a first baccalaureate degree. Remission cannot exceed 10 terms for a 4-year undergraduate degree or 12 terms for a 5-year undergraduate degree.

Retirees may qualify for tuition (for personal use or dependent child) provided certain criteria are met.

In committee discussions, EVPAA Phil Furmanski reported that the cost (as lost revenue; not as an out-of-pocket expense) of the tuition benefit (personal and dependent children) to the University rose from \$4.6 million to 7.7 million (approximately 15%) from 2003 to February 2008, based on 10,000 full-time employees. The increase was not due to an actual increase in demand, but to an increase in tuition costs. If the approximately 1,300 PTLs currently employed at Rutgers were to take advantage of the benefit at the same rate, an additional \$1 million revenue loss would be incurred. In committee discussions, however, it was noted that a proportion (20 to 25%) of these lecturers are first-time employees, many of whom do not return for a second term, and that about one-third have terminal degrees (PhD, MD, JD, MFA, EdD, etc) and may not be interested in further study. Thus, the pool of part-time faculty availing themselves of a tuition remission benefit may be relatively low.

In comparison to some other AAUs (both public and private), the Rutgers tuition remission benefit is comparatively poor. The "tuition remission" policies as posted on the University Human Resources web pages of 19 randomly selected AAUs are summarized in Appendix I<sup>1</sup> (online at <http://senate.rutgers.edu/FAPCPTLTuitionRemissionAppendixI.pdf>). Tuition benefits are described by various programs titled as "tuition reimbursement," "tuition reduction," "tuition exemption," "tuition aid," "tuition assistance," "tuition grants," "tuition waivers," "fee courtesy," "dependent education," "professional development," and "education privileges." Tuition benefits may apply to the employee as a personal benefit in degree programs or job-related or non-job-related coursework, or may be used by the spouse, domestic partner, or dependent child of the employee in undergraduate degree (most often) or graduate or non-degree (rarer) programs. Eligibility requirements vary by employee classification (faculty, staff), status (full-time or part-time), and length of service. The benefit also varies with respect to percent of tuition costs covered, total dollar amount of benefit, number of courses eligible for tuition remission, the nature of degrees or other course-work eligible for the benefit, and whether other institutions are included in the benefit.

In this summary, a range of tuition benefits are evident. Some institutions offer little or no opportunity for employees to engage in degree or other non-degree coursework with tuition relief. For example, the only tuition benefit afforded University of Wisconsin employees is a one-year waiver of non-resident tuition for spouses, domestic partners, and children of employees who move to Wisconsin as a result of full-time employment. The University of Iowa Tuition Assistance Program permits eligible staff to apply for financial assistance to help defray the cost of *one* college credit course (up to four semester hours). Iowa State University has a tuition grants

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<sup>1</sup> This may not include benefits afforded to employees through collective bargaining.

program applicable to full-time staff only; dependents are not included. The University of Florida affords personal tuition benefits for its full-time employees, but the benefit for children is limited to certain classifications of staff.

Alternatively, other institutions offer a wide range of benefits to employees as well as their spouses, domestic partners, and dependent children. For example, Syracuse University provides tuition-free credit hours for eligible employees and their spouses and same-sex domestic partners, as well as full tuition waivers for dependents engaged in undergraduate study. These benefits apply to those employees who work both full-time as well as part-time. The University of New Mexico offers full tuition-remission benefits for the employee regardless of full-time or part-time status, and any remaining, unused credits may be applied to the employee's spouse or domestic partner. UNM's benefit for dependent children, however, is restricted to full-time employees. University of Arizona applies a reduced tuition rate benefit to full-time and part-time employees, but, although benefits are available for spouses and children, they are not specified for domestic partners.

Institutions with a basic level of benefits (tuition remission for full-time employees and their dependent children only) include Rutgers, Duke, and Cornell. Indiana University, NYU, and Penn State include an additional benefit for the employee's spouse or domestic partner. Institutions that afford additional personal benefits to part-time employees include CalTech, Columbia, MIT, Michigan State, Ohio State, Syracuse, and the Universities of Arizona, Illinois, Iowa, Maryland, and New Mexico. The range of benefits to these employees varies. For example, Columbia University and Michigan State offer a personal benefit to their part-time staff; with the number of credit hours reimbursed reduced relative to what is offered to full-time staff, or calculated on a proportional basis. Policies at MIT, Ohio, Syracuse, University of Illinois, and University of New Mexico are similar, but an additional, reduced benefit is available to the children and/or spouses/domestic partners of part-time employees.

An analysis of these benefits provided by public v. private institutions is summarized in the following table:

<b>Benefit</b>	<b>Public<sup>1</sup></b>	<b>Private<sup>2</sup></b>
Part-time employees	7/12 (58%)	4/7 (57%)
Dependents	10/12 (83%)	7/7 (100%)
Same sex domestic partners and/or spouses	6/12 (50%)	4/7 (57%)

<sup>1</sup> Indiana University, Iowa State, Michigan State, Ohio State, Penn State, Univ. Arizona, Univ. Florida, Univ. Illinois, Univ. Iowa, Univ. Maryland, Univ. New Mexico, Univ. Wisconsin-Madison.

<sup>2</sup> CalTech, Columbia, Cornell, Duke, MIT, NYU, Syracuse

More than 50% of those AAUs surveyed (both public and private) provide some type of benefit to part-time employees, spouses, and/or same-sex domestic partners. These are all areas where the Rutgers program is lacking.

In its deliberations, the FAPC perceived that there is a need to provide professional development to PTL faculty who are committed to a teaching program at Rutgers University, as well as to graduate assistants who teach as PTLs during the completion of their advanced degrees. Given that PTLs are responsible for as much as 30% of undergraduate coursework at Rutgers, such professional development will be of direct benefit to students in these teaching programs, and the quality of education at the University will ultimately be improved. To keep the estimated additional costs of this benefit (in lost revenue) to the University low, the committee recommends a personal tuition benefit at a reduced rate (50%) to those PTLs with an established teaching record at Rutgers University. To ensure that students paying full tuition are not displaced by PTL faculty for seats in fully subscribed courses, PTLs using this benefit may enroll for classes only during the add/drop period for the term in which the coursework is offered. PTLs who enroll for classes during this period should not be charged a late registration fee.

3.II. Recommendation

For the foregoing reasons, the FAPC offers the following recommendation for adoption by the University Senate:

**Recommendation:**

- *That University Regulation 60.2.1 be amended to include a 50% tuition remission benefit for part-time lecturer (PTL) teaching faculty who have 1) taught 12 credits or more at Rutgers University and are 2) appointed as Rutgers employees as of the first day of class. This benefit does not extend to dependent children, spouses, or domestic partners. To take advantage of this benefit, PTL employees must be admitted to one of the undergraduate, graduate, or professional divisions of the university (matriculated or non matriculated) and may enroll only during the add/drop period for the term in which the course is offered (no late registration fees will be charged).*

**Faculty Affairs and Personnel Committee 2008-09**

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