

# Employee Tuition Benefits Offered by College of William Mary Peer Institutions

	A	B	C	D	E
	Institution Name	Tuition Benefits for PT employees?	Tuition Benefits Offered -- General Information	Tuition Benefits for Part Time Employees	Other Tuition Information
1					
2					
3	<b>College of William &amp; Mary SCHEV Peers</b>				
4	<b>Boston College</b>	<b>Yes</b>	Employee, spouse, and children may take up to 18 credits per year	The employee benefit is available on a pro-rated basis to part-time, benefits-eligible employees who normally work at least 20 hours per week. Note: Part-time employees who have worked 20 or more hours per week for at least 36 weeks per year for ten consecutive years will be eligible for 100% tuition remission.	
5	<b>Boston University</b>	<b>Yes</b>	Employee (FT, 9 month or more appt), spouse and children are eligible for tuition waiver	Employees are eligible for 8 credits (credits 1-4 covered 100% and credits 5-8 covered 90%) of tuition remission benefit each semester, summer is considered one semester.	
6	<b>Brandeis University</b>	<b>Yes</b>	As a rule, employees may enroll in one course per semester, for a total of three courses per calendar year. Eligible employees may enroll in two courses during a single semester by obtaining written permission from their supervisor or department head and complying with the annual three-course limit. It is possible to enroll in four courses per year if two of the courses are taken during the two summer semesters. Full-time staff members who work an academic year (35 hours per week, 39 weeks per year) are eligible to receive 100 percent tuition remission for two Brandeis University courses per calendar year (one per semester).	Benefits-eligible part-time staff and faculty are eligible to receive prorated tuition remission for one course per semester. The tuition discount is equal to the employee's full-time equivalency (FTE) rate. For example, an employee who is considered 0.60 FTE would receive a 60 percent tuition reduction.	

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7	Brown University	Yes	Brown staff must be regularly scheduled to work at least 67% time (1300 hours per year), be in good standing, and must have completed six months of employment at the time of application. Three (3) degree or job-related courses per fiscal year (July 1-June 30).	work at least 67% time (1300 hours per year), be in good standing, and must have completed six months of employment at the time of application.	
8	Clemson University	Yes	Employees of Clemson University are allowed to register for up to six hours free of charge per semester, summer is one semester.	All employees working 75 percent or greater in a permanent or temporary grant position who are admitted as a degree seeking undergraduate, or who are admitted by the Graduate School to post-graduate or graduate-degree, or who are classified as special students are eligible.	
9	Dartmouth College	Yes	Benefits-eligible employees who are actively at work for one year of continuous regular employment may take courses that have been pre-approved by the administrator of the program. Employees are reimbursed for 100% of the cost of registration and tuition fees for successfully completed (C- or better for associate or undergraduate and B- or better for graduate, post-graduate, Ph.D.s, certifications, or seminars are not covered) courses from an accredited college or university, to a maximum benefit of \$2,000 per fiscal year (July 1 - June 30).	The maximum reimbursement is pro-rated for part-time employees. If the employee leaves the College for any reason prior to course completion, tuition assistance is forfeited.	
10	Emory University	Yes	Regular employees who work at least 20 hours or more per week are eligible to participate in the Tuition Reimbursement Program. Employees may begin participation at the beginning of the applicable institutional academic session following the date of employment in an eligible status.	Regular full-time employees are eligible to be reimbursed for the tuition costs of up to 5 credit hours per academic session. Regular part-time employees who work at least 20 hours per week are eligible to be reimbursed for up to 2.5 hours per academic session.	

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11	<b>Georgetown University</b>	<b>Yes</b>	You are considered a full-time employee and eligible to participate in the Georgetown University benefits program if you are: A staff employee, including members of the Allied International Union, hired to work 30 or more hours per week; An academic employee (faculty or academic administrative professional) hired to work at least 75% time; An active fellow.	Georgetown University offers tuition assistance to eligible faculty and staff for courses taken at Georgetown University and/or at other approved outside institutions. It is important to note that a lifetime maximum applies toward this benefit. The lifetime maximum is either 120 Georgetown University credit hours or its dollar equivalent if the benefit is used for non-credit enrollment at GU or at outside institutions.	
12	<b>Marquette University</b>	<b>Yes</b>	This plan allows full-time regular and part-time regular employees to attend classes on a part-time basis to obtain an undergraduate or graduate degree. The offering allows full-time employees to take seven credit-hours in each of the Spring and Fall semesters, and eight credit hours in the summer session. Part-time employees may take up to four credit hours in each of the Spring and Fall semesters, and eight credit hours in the summer session. Eligibility - the start of the semester following hire date.	Part-time employees may take up to four credit hours in each of the Spring and Fall semesters, and eight credit hours in the summer session. Eligibility - the start of the semester following hire date.	
13	<b>Rutgers University-New Brunswick/Piscataway</b>	<b>No</b>	You must be regularly appointed on a full-time basis as of the first day of classes to be eligible and comply with all administrative and academic requirements...but they offer FULL child tuition remission and tuition after retirement for you and your children		
14	<b>SUNY at Binghamton</b>	<b>Yes</b>	Tuition Waiver Program is an official “forgiveness” of part or all of the tuition (excluding fees) for a course taken at a State-operated campus. The program is available to all University and Research Foundation employees, and the Percentage of tuition that can be waived is determined by the applicant’s percentage of full-time employment, the degree to which the course is job related, and the available funding. ...a sliding scale program		

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15	<b>Syracuse University</b>	<b>Yes</b>	Remitted Tuition provides credit hours for eligible employees/retirees and their spouses/same sex domestic partners for undergraduate and graduate study. Employees using Remitted Tuition benefits for themselves receive a full tuition waiver. Employees' spouses or same-sex domestic partners who receive benefits transferred from an employee will receive a tuition waiver of 85 percent. Strict guidelines regarding tuition credit use, availability and expiration are outlined in the Remitted Tuition Policy on the Syracuse University Policies web site. Eligible SU employees are awarded Remitted Tuition benefits automatically upon their employment date according to the following schedule. Benefits are adjusted based on any changes in benefits eligibility status, e.g. moving from full- to part-time employment.	Part-time employees receive a pro-rated benefit.	
16	<b>Tufts University</b>	<b>Yes</b>	Employees may take a course or pursue a degree or certificate program at Tufts University. In addition, eligible dependents may participate in this program.	Part time employees can take 1 course per semester.	
17	<b>University of CA - Irvine</b>	<b>No</b>	Students, who are career employees at UCI, UCI Medical Center, or another University of California campus, are eligible for a two-thirds reduction of the Student Services fee, the University Tuition and Fees, and campus-based fees. This applies for up to 9 units or 3 regular session university courses per quarter, whichever is greater. The Registrar's Office is responsible for producing a waiver on an approved <i>Employee Application for Reduced Fees</i> .	No tuition benefits for part-time employees.	Students, who are career employees at UCI, UCI Medical Center, or another University of California campus, are eligible for a two-thirds reduction of the Student Services fee, the University Tuition and Fees, and campus-based fees. This applies for up to 9 units or 3 regular session university courses per quarter, whichever is greater. The Registrar's Office is responsible for producing a waiver on an approved <i>Employee Application for Reduced Fees</i> .

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18	University of CA - Santa Barbara	Yes	The Reduced Fee Enrollment Program is a benefit available to Career staff employees who have completed their probationary period and have gained admission as a regular student to the University of California. Staff retirees are also eligible. Eligible employees receive a two-thirds reduction on University Registration and Education fees. This reduced fee enrollment is available each regular quarter for up to three (3) classes or nine (9) units, whichever provides the greater benefit to the employee. This benefit does not apply to University Extension or Summer Session courses. It also does not provide access to student services and facilities normally provided through the University Registration Fee (such as the Counseling Center, Student Health Services, sports facilities, etc.) unless the employee is otherwise entitled to them.	Career staff employees can include part-time employees.	
19	University of CT	Yes	Available to: UCPEA, Management /Confidential and AFSCME employees. UCPEA and Management/Confidential employees may pursue undergraduate or graduate coursework at the University of Connecticut, Storrs or any of its regional campuses. AFSCME employees are only eligible to take undergraduate coursework. There is no credit limit. Lab courses are not permitted under the waiver. Waivers are for the fall and spring semesters only. Employees must be employed a minimum of 50%. The percent of tuition waived is directly related to the employees percent of employment.		

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20	University of Delaware	Yes	<p>The University offers a Tuition Remission Program for eligible full-time and part-time employees. This program allows up to two tuition remission requests per semester for each employee. The student must be either a spouse, same-sex domestic partner or a dependent child of the employee and must be a full- time matriculated undergraduate student. For this purpose matriculated means official acceptance by the University Admissions Office and full- time student status may be from twelve to seventeen credit hours (see #5 below).</p> <p>Part-time employees with work schedules of less than 75% time (and 50% or more) receive one-half of the full-time benefit, that is, two requests per semester at half of the registered credit hours.</p>	Part-time employees with work schedules of less than 75% time (and 50% or more) receive one-half of the full-time benefit, that is, two requests per semester at half of the registered credit hours.	

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21	University of Georgia	Yes	The tuition assistance program is available to full time benefits-eligible employees of the USG who have successfully completed at least six (6) months of employment in a benefits-eligible position, <i>as of the date of the TAP application deadline for the desired academic semester</i> .	Only part time nursing faculty seeking graduate degrees in nursing	University System of Georgia (USG) has established an educational assistance program, the Tuition Assistance Program (TAP). The purpose of TAP is to foster the professional growth and development of its eligible employees.The federal government currently allows up to \$5,250 annually, in employer-provided educational assistance benefits, to be “tax free” to TAP participants. This applies to both undergraduate and graduate-level courses. This “tax free” exemption currently applies through 2010. An employee must generally pay taxes on employer-provided educational assistance benefits in excess of \$5,250. This amount will be included in your wages (Box 1 of your Form W-2). A tax professional should be consulted for further information concerning taxable tuition.
22	University of New Hampshire - Main Campus	Yes	Benefits eligible employees may use the USNH Tuition Benefit to enroll in up to a total of 5 Courses (Credit or Non-Credit) per fiscal year. Tuition Benefits are pro-rated for percent-time appointments. Employee Tuition benefit: Credit courses waived at 100%, Non-Credit courses waived at 50%. Employee Dependents: 50% benefit for enrollment in Credit courses only. Tuition benefits are applicable for all USNH Institutions.	Benefits are prorated for part time employees.	

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23	University of North Carolina - Chapel Hill	No	A person who is a full-time employee of The University of North Carolina, or is the spouse or dependent child of a full-time employee of The University of North Carolina and who is a legal resident of North Carolina, qualifies as a resident for tuition purposes without having maintained that legal residence for at least 12 months immediately prior to his or her classification as a resident for tuition purposes. If you, or your spouse is a full-time permanent employee, <b>not a Teacher's Assistant, Research Assistant, Post-Doc, or Resident/Fellow</b> of the UNC System, you may qualify for the employee tuition benefit. UNC Health Care employees also qualify. Please note that you must be continuously employed during your enrollment in order to receive this benefit.	No tuition benefits for part-time employees.	You must wait 30 days prior to but no later than the first day of classes of the term for which this benefit is sought to apply. At that time, you should complete the online residency application and submit a letter on official letterhead from your supervisor or human resources representative stating your employment status to your admissions office.
24	Univerity of Notre Dame	No	<p><b>Tuition remission:</b> For Administrators, Faculty, Staff, Retirees; and their spouses - This educational benefit provides 90 percent tuition remission for one (1) undergraduate course up to three (3) credits, or 100 percent tuition remission for one (1) graduate level course up to three (3) credits per semester. <b>Tuition reimbursement:</b> For Administartors and staff: The University offers educational benefits to assist staff in achieving their educational and career goals. The benefit plan is intended to be an “educational assistance program” and an accountable plan within the meaning of sections 127 and 162 of the Internal Revenue Code of 1986, as amended.</p> <p>This benefit provides reimbursement for: Tuition for courses taken at an accredited institution towards an undergraduate or graduate degree. Maximum reimbursement for the benefit year is \$1,500. Job related certification, skills or trade training. Maximum reimbursement for the benefit year is \$750.</p>	No tuition benefits for part-time employees.	The University provides tuition assistance to the children of eligible employees who are attending Notre Dame, Saint Mary’s or other four-year accredited institutions.



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25	Vanderbilt University	No	Vanderbilt provides tuition discounts for full-time faculty and staff members, their spouses, and eligible dependent children. Benefits apply to courses taken at Vanderbilt, as well as those taken at other accredited institutions. *Note: spouses may only take courses at Vanderbilt.	No tuition benefits for part-time employees.	You and your spouse are eligible to participate if you have been an active, full-time faculty or staff member for three months prior to course registration. You become eligible to receive benefits for your children after you have been a full-time faculty or staff member for five years at Vanderbilt or if you have equivalent service at any other accredited college or university, if within three months of joining Vanderbilt. The benefit will apply to the first semester following the completion of five years of full-time, continuous service. The Bridging Policy is not applicable under the Tuition Benefit Program. <b>Staff:</b> Staff members may audit one Vanderbilt course of up to three hours per semester. Tuition will be waived as long as you have the instructor's permission to attend. Staff may receive 70% tuition discount on courses taken for academic credit at Vanderbilt up to a maximum of one three-hour course each semester and three courses each school year. Similarly, staff may receive 70% tuition reimbursement for courses taken, with supervisor's approval, at another accredited institution. Reimbursement only applies if you receive a grade of "C" or better. <b>Spouse/Domestic Partner:</b> Your spouse or

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26	Wake Forest University	Yes	All faculty members and staff employees who are regularly scheduled to work a minimum of 1,096 [faculty] or 1,400 [staff] hours per year, respectively, and have completed at least three continuous years of regular full-time service are eligible for tuition reduction benefits for their eligible dependent children. If the employee satisfies the eligibility requirements on or before October 1st of a given year, tuition reduction benefits are available for the fall semester of that year (February 1st for spring semester).	Based on number of hours worked (see full-time section)	Eligible children of eligible employees who meet admission requirements pay 6% of the annual tuition (rounded to the nearest \$10) in lieu of the normal tuition in the undergraduate school effective with the first academic term following eligibility. Eligible children of eligible employees who meet admission requirements will not be charged tuition for summer school or for part-time (8 semester hours or less) study.

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27	Washington University in St. Louis	Yes	Employee must be a regular full-time benefits-eligible employee who has been employed for one year prior to the first day of classes. Regular full-time University employees receive 100% tuition remission for University College undergraduate for-credit courses and 50% tuition remission for University College graduate for-credit courses, up to 7 units per semester.	No tuition benefits for part-time employees. However, part-time employees are eligible to receive tuition benefits for their dependent children. <a href="http://ucollege.wustl.edu/files/ucollege/child_tuit.pdf">http://ucollege.wustl.edu/files/ucollege/child_tuit.pdf</a>	Eligible employees’ spouses and domestic partners receive 50% tuition remission for evening undergraduate for-credit courses; 50% tuition remission for day and evening undergraduate for-credit courses after the employee completes five years of benefit eligible full-time service. Washington University (the University) provides two forms of tuition assistance benefits for eligible dependent children of its eligible Full-time and Part-time Employees: a) full tuition remission benefit at the University and a partial tuition remission benefit at other accredited institutions for the dependent children of full-time employees, and b) partial tuition remission benefit at the University and other accredited institutions for the dependent children of part-time employees. Both the employee and the dependent child must satisfy all of the following eligibility requirements.

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28	Yeshiva University	No	Full-Time Faculty and Staff ("Employees"), their spouses and qualified dependents are eligible for Tuition Reduction Benefits, provided that such employees are employed by the University on a full-time basis prior to the start of the semester for which benefits are being requested and are in a designated eligible class. Employees are not permitted to enroll in any course scheduled during their regular works hours. Eligible Employees who enroll in a degree program in any school of the University will receive 100% reduction of the tuition in effect on the date of registration. Certificate programs are not eligible for tuition remission.	No tuition benefits for part-time employees.	Qualified dependent children of eligible employees who enroll in the affiliated Yeshiva University High Schools or in the university undergraduate schools will receive 75% reduction of the tuition in effect on the date of registration. Those who enroll in the graduate and professional schools will receive 50% reduction of the tuition in effect on the date of registration. 3. Spouses of eligible employees who enroll in any school of the University will receive 25% reduction of the tuition in effect on the date of registration.
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30					
31	<b>Colonial Athletic Association (CAA) Conference Institutions</b>				
32	Delaware		2 courses/sem for employee and dependents. Grad courses included		
33	Drexel		Tuition remission for FTE, spouses and dep children. 3 UG or 2 Grad classes/sem and Up to 8 tuition <i>exchanges</i> for children	none	Graduate Assist in Athletics
34	George Mason		12 Cr/yr.	PT 8 cr/yr. Wage Empl 4 cr/yr after 500 hrs employment	
35	Georgia State		9 Cr/sem	PY Nursing Fac only. Some GA positions	
36	Hofstra		not available on website - wrote to HR		
37	JMU		2 courses+1lab/sem.	1 class + 1lab/sem.//2 classes + 2 labs/yr Many Details and qualifiers	
38	Northeastern		6 Cr/term	none	
39	ODU		6 cr fall/spring 3/smr session. In-state. Family members eligible based on income level?	Credits prorated to the hours worked	
40	Towson		Tuition remis at 11 St. Univ incl. spses and dep children - avail to all reg fac and staff employees, incl FT & PT (50% or more of FTE) in positions of 6 mos or more.	(50% or more of FTE)	
41	UNC-W		"ALL Permanent Employees of 30 hours or more/wk" - 2 courses/yr at all branches of UNC system. Permanent appts incl dependents.	ALL Permanent Employees of 30 hours or more/wk	
42	VCU		6 Cr/sem. Reimbursement for job related courses elsewhere	adjunct faculty only	
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45	<b>Other Responses to an Athletics Survey</b>				
46	<b>Chowan</b>		available to FT only	none	
47	<b>Davidson</b>		One yr employment qualifies - up to \$2000 per year.	PT same as FT	
48	<b>Montana St</b>		Unlimited courses to FTE	Eligible for same if at least 75% FTE	
49	<b>Richmond</b>		FT + dependents	none in athletics	
50	<b>Santa Clara</b>		2 classes/ quarter	Prorated if 50% FTE	
51	<b>Southern NH</b>		Unlimited courses to FTE, spouse/partner and dependent children	Must work 90 days to receive same benefit.	
52	<b>St. Bonaventure</b>		FT benefits	Grad asst positions for coaches + housing possible	
53	<b>U Mo/KC</b>		75% Tuition (.75FTE and higher)up to 6 Cr. 50% for spouses and dependents up to 140 hrs pp.	.75FTE and higher	
54	<b>University of Cincinnati</b>		Tuition Remission for employees, spouse, children, domestic partner	Same	
55	<b>U of Florida</b>		Tuition Remission for employees	Tuition Remission for employees	
56	<b>U of Hawaii</b>		6 cr/sem spouse and domestic partners	Half time or more gets same as FT	
57	<b>U. North Dakota</b>		3 classes/year for benefitted FT	Benefitted PT receive same as FT	
58	<b>UNC</b>		2 classes/year	none	Assistantships?
59	<b>UNH</b>		Tuition Remission incl. spouse, children, domestic partner 76-100% FTE appointments up to 5 courses/yr	Tuition Remission incl. spouse, children, domestic partner 76-100% FTE appointments up to 5 courses/yr	
60	<b>VA Tech</b>		12 Cr/yr. 6 Cr limit/sem.	6 Credit Hours/year; 3 Credit Hours/semester. Waiver and reimbursement.	
61	<b>Weber State</b>		6 Credits/sem. Grad/UG. To employee and spouse. Children 50% waiver	6 Credit Hours/Semester. No family benefits.	
62	<b>Xavier</b>		Unlimited courses to FTE	unlimited Credits at 50% tuition	