Fall 8-30-1974

Letter From Faculty Affairs Committee re Tuition Waiver Benefits for Faculty, Staff, and Families

Academic Senate
Illinois State University

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Recommended Citation
Senate, Academic, "Letter From Faculty Affairs Committee re Tuition Waiver Benefits for Faculty, Staff, and Families" (1974). Academic Senate Minutes. 238.
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TO: Executive Committee, Academic Senate
FROM: Ralph Smith, Chairperson, Faculty Affairs Committee
DATE: August 30, 1974
RE: Tuition Waiver Benefits for Faculty, Staff and Families

The Economic Well-Being Committee asked us to report out for Senate action, a proposal that would (1) waive tuition for the spouse and children of a deceased faculty member. Their original proposal was expanded by the Executive Committee (June 12, 1974) to investigate having such a waiver extended to (2) spouses and children of deceased civil service staff; and (3) all faculty, staff, spouses and children.

1. The idea is not new. The following is a policy statement from the Board of Governors regarding fee waivers at the universities under their control:

   The natural, adopted, or foster children and the step-children of any member of the faculty or staff under full-time employment at any institution under the Board of Governors who dies while in service at the institution (including sabbatical, illness, or disability leave) shall be entitled to remission of tuition and fees up to and including the baccalaureate degree at any institution under the Board. Should both parents be full-time employees, the death of one parent makes the child eligible for the remission. Children of divorced faculty or staff members are eligible if the deceased employee had been contributing to their support.

2. Currently, no children or spouses receive any kind of waiver at ISU, but both faculty and civil service staff are permitted to enroll for six (6) hours of courses per semester with tuition waived. Under certain circumstances both groups also have special paid leaves.

3. Were eligible persons to enroll at ISU in any one year under the three variants mentioned above, the annual cost to the University would be as follows:
Plan I: Spouses and children of faculty members who died under contract during the last three years.

6 spouses; 10 children

\[
\begin{align*}
\text{Total Annual Tuition} & \quad \$610 \quad 16 \\
\end{align*}
\]

Northern Illinois reported 8 spouses and 13 children.

Sangamon is new and has had no deaths.

Plan II: (Same as Plan I only Civil Service spouses and children have been included.)

Civil Service 4 spouses; 15 children

\[
\begin{align*}
\text{Faculty spouses and children} & \quad \$610 \quad 19 \\
\text{Total Cost of Tuition Waiver} & \quad 9,760 \\
\end{align*}
\]

Plan III: Tuition waiver for all spouses and children of both current and deceased faculty and staff.

\[
\begin{align*}
\text{Faculty spouses} & \quad 608 \\
\text{Civil Service} & \quad 499 \\
\text{Total} & \quad 1,107 \\
\text{610} & \quad \$675,270 \\
\text{Faculty Children} & \quad 307 \\
\text{Civil Service} & \quad 425 \\
\text{Total} & \quad 732 \\
\text{610} & \quad 446,520 \\
\text{675,270} & \quad \$1,121,790 \\
\end{align*}
\]

4. It is reasonable to assume that many persons would not take advantage of a tuition waiver plan, consequently the total costs above are undoubtedly exaggerated.
In light of the above considerations, our committee would suggest as a modest beginning that the following resolution be sent to the Senate for its approval and submission to the Board of Regents:

The surviving spouse and his/her legally dependent children and the step-children of any member of the faculty or staff under full-time employment at any institution under the Board of Regents who dies while in service at the institution (including sabbaticals, illness, or disability leave) shall be entitled to remission of tuition and fees up to and including the baccalaureate degree at any institution under the Board. Should both parents be full-time employees, the death of one parent makes the child eligible for the remission. Children of divorced faculty or staff members are eligible if the deceased employee had been contributing to their support.