

**Tuition Waiver Exchange - National Trends
(email responses)**

Attachment 3

State	Responding Agency	Does the university system offer a tuition waiver program?	Does the university have a tuition exchange program? If yes, how long has the exchange program been in existence?	Is the University system and Community College system managed by the same governing board?	Comments
Alabama	Alabama Commission of Higher Education	<i>Four-year institutions grant tuition waivers for institutional employees (some only after 1 year of employment, others limit to two courses per semester), but all who responded do offer tuition waivers for their employees.</i>	No	No	
Alaska	University of Alaska System	<i>Yes: Employees, Spouses and Minor Dependents enjoy full tuition waivers, no limits, no minimum grades, does not need to be direct job related.</i>	<i>Yes: The UA system is fully integrated, the system is responsible for community college through PhD programming. University of Alaska system does not have a policy distinction between community college, baccalaureate, graduate or post graduate work for the purpose of distinguishing employees, spouses or dependents for tuition waiver. It is not an exchange program, we have one university system and these waivers existed prior to 1989 when the community college system was consolidated into one UA system. Prior to 1989 the tuition waiver policy could be exchanged at any UA public institution.</i>	<i>Yes: Alaska has always had just one higher Ed board, the UA Board of Regents, even when the community colleges had separate reporting lines up to the president.</i>	<i>UA is currently reviewing the tuition waiver program for all employees, spouses and dependents. During a recent review UA observed that approximately only 50% of the waivers result in satisfactory grade completion of the tuition waived courses taken. There are currently no limits on the number of credit hours per employee/spouse/dependent. In addition, there is not a vesting period for employment and waivers apply to half time employees. The first day of employment entitles employees, spouses and dependents to gain access to the tuition waiver initiative.</i>
Arizona	Arizona Board of Regents	<i>Yes. Arizona University System has a qualified tuition reduction program for its employees (spouses and dependents).</i>	<i>We do not have an exchange program between the universities or the CC's. We have a very large CC system in Arizona (I believe it is the largest or one of the largest in the nation), so the financial implications would be astronomical.</i>	<i>No. The Board of Regents governs only the universities. There is no one Board that governs the CC's. They are governed by their own local Boards or trustees.</i>	
California	University of California	University of California (1) Employees enrolling full-time in nursing or part-time in any other instructional program receive a 2/3 reduction in the University Education and Registration fees. (2) Out-of-state employees (Los Alamos; Washington, DC; Mexico, etc.), their spouses, domestic partners and dependents are treated as California residents; they do not pay nonresident tuition.(3) New faculty, their spouses, domestic partners and dependents also are treated as California residents for a year (they do not pay nonresident tuition) until they can establish California residency.	No.	No.	

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California	California State University	<i>CSU has a number of fee waivers for employees and dependents.</i>	<i>Not at the system level. Unaware if campuses have developed such arrangements but doubt it.</i>	<i>No. CSU is governed by the BOT while CC are coordinated at the state level by their BOG and locally elected governing board for each of the 107 districts statewide.</i>	
Connecticut	Connecticut Department of Higher Education	<i>Yes. Tuition waivers are part of the collective bargaining agreements of our unionized employees, but also are institutionalized in the form of a policy and available to management.</i>	<i>No</i>	<i>No</i>	
Idaho	Office of the State Board of Education	<i>Yes.</i>	<i>Not formal. Idaho has two free-standing community college, which have their own governing boards. One community college evidently offers waivers to the university system employees, one does not.</i>	<i>No</i>	
Illinois	Illinois Board of Higher Education	<i>Yes -- Authorized waivers for faculty, staff, other employees, or dependents of employees. Waivers may be granted to other university employees or agencies as a condition of employment or through reciprocal agreements. Civil service staff waivers are granted for university employees and employees of other institutions or agencies whose positions are under the State University Civil Service system. Community college employees are NOT covered by the State University Civil Service System.</i>	<i>There is no statewide tuition waiver exchange program in place. Individual universities could choose to grant discretionary waivers to community college employees; however, these waivers would have to be approved by the Illinois Board of Higher Education as they do not fall under current defined waiver guidelines. Community college districts are considered units of local government, and could, with the local governing board's approval participate in a reciprocal waiver program.</i>	<i>Each university and community college has its own governing board. The Illinois Community College Board is the coordinating agency for the community college system. The Illinois Board of Higher Education is also a coordinating board and has statutory authority to oversee the state's system of public and private college and universities.</i>	
Iowa	Board of Regents	<i>No</i>	<i>No</i>	<i>No</i>	
Kansas	Kansas Board of Regents	<i>No</i>	<i>No</i>	<i>No. The universities are governed by the Board of Regents, and each community college has its own governing board, but the Board of Regents also serves as a coordinating board for all of higher education.</i>	

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Kentucky	Kentucky Council on Postsecondary Education	<i>All of the public universities and community colleges have tuition waivers. All state employees are also eligible for tuition waivers from public institutions.</i>	<i>Overall waiver system has been in place for many years.</i>	<i>Each has its own board and all are coordinated by the Council on Postsecondary Education.</i>	
Maryland	Maryland Higher Education Commission	<i>For Maryland, the University System has a tuition waiver program for employees, and Morgan State University and Saint Mary's College of Maryland, which are not part of the University System of Maryland, also participate in the statewide tuition waiver program at public colleges and universities for their employees.</i>	<i>There is no tuition waiver exchange program between the University System of Maryland and the community colleges.</i>	<i>The University System of Maryland has a governing Board of Regents, Morgan State University and St. Mary's College of Maryland each has its own independent Boards of Trustees. Each community college in Maryland is governed by an independent Board of Trustees; there is no consolidated governing board for community colleges.</i>	
Mississippi	Mississippi Institutions of Higher Learning	<i>Each university allows a 50% tuition waiver for employees and their dependents. This waiver does not extend across universities. The exception is the system Board office whose employees and dependents can get a 50% tuition waiver at any public university in the state.</i>	<i>There is no tuition exchange waiver program between the 4 year and 2 year public institutions in the state.</i>	<i>No. 4 year public institutions have governing board and 2 year public institutions have coordinating board.</i>	
Nebraska	Nebraska Coordinating Commission for Postsecondary Education	<i>Yes. Each employee may take University class for \$1.00 per credit hour. This applies to undergraduate and graduate classes.</i>	<i>No</i>	<i>No</i>	
New Hampshire	New Hampshire Postsecondary Education Commission	<i>Yes, 100% for employees, 50% for dependents</i>	<i>No</i>	<i>No</i>	

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North Carolina	University of North Carolina	<i>Yes. NC Community College System - employee tuition waivers are determined at each community college system. There is not a state-wide tuition waiver program for Community College employees. At the University of North Carolina, the tuition waiver benefit is allowed for permanent full-time employees. Waivers are transferable to any campus within the university system.</i>	No	No	
North Dakota	North Dakota University System	<i>Yes. Employee tuition waivers, including student activity fees, for a "benefited employee," as that term is defined in Policy 703.2. The waiver shall be limited to three academic classes during each calendar year. Employees may be released from work for one class each academic term with approval of the employee's supervisor or department head; approval shall be granted if it does not interfere with completion of the employee's essential job duties and the essential work of the institution. This waiver does not apply to continuing education or other self-supporting programs, except as provided by institution policy. Each institution shall adopt a policy defining circumstances under which the institution will grant employee tuition waivers, within the limits of this policy, for credit courses offered through continuing education or other self-supporting programs. Institutions shall record tuition waivers as a reduction of estimated income and prepare an annual report showing the number and type of tuition waivers and dollar amounts.</i>	<i>Yes, since the inception of the employee waiver and the waiver applies to all campuses</i>	<i>Yes, all of the eleven public campuses in North Dakota, ranging from research to two-year colleges are governed by the same board and subject to the same policies and procedures.</i>	

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Oregon	Oregon University System	<i>Yes, and it includes the ability to transfer this benefit to spouses/dependents.</i>	No	<i>No, they are separate. The university system comprised of seven public universities has one governing board. The seventeen community colleges in Oregon each has a unique governing board, but are coordinated centrally through the Office of Community College and Workforce Development.</i>	
South Carolina	South Carolina Commission on Higher Education	<i>"Section 59-111-15 -- State supported- colleges or universities and state-supported post-high school vocational or technical colleges are authorized to provide assistance for education expenses, including the payment, reimbursement, or remission of tuition or fees, to its permanent faculty and staff. The assistance authorized by this section is not considered a prerequisite of office or employment. Permanent faculty and staff are not entitled to assistance provided in this section for more than four credit hours a semester....."</i>	No	<i>The technical college system, comprised of 16 institutions, is considered a governing board. The University of South Carolina includes 4 four year institutions and 4 two regional campuses. There is one board of trustees that sets tuition for these institutions. The remaining public institutions, the University of South Carolina system, and the Technical Colleges then report to the Commission on Higher Education.</i>	
Utah	Utah Higher Education Coordinating Board	<i>The system does not offer tuition waivers, but each member institution does offer waivers to its employees (and in some cases, employee's family members).</i>	<i>Waivers offered by one institution are not transferable to other system institutions.</i>	<i>Utah has one governing board for all public postsecondary institutions.</i>	
Virginia	State Council of Higher Education for Virginia	<i>Virginia does not have a statewide tuition waiver program.</i>	<i>Virginia does not have a statewide tuition waiver exchange program between the 4-year and 2-year institutions. However, there are currently proposals before the legislature that would ensure that in-state graduates of Virginia's two-year institutions would continue to pay the two-year tuition and fee rates after transferring to a four-year institution in Virginia.</i>	<i>Each four-year public institution has its own board of visitors, and the 23 community colleges are under one separate governing board.</i>	

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West Virginia	WV Higher Education Policy Commission	<i>There is nothing in code specifically addressing waivers for employees.</i>	No	<i>Each institution has its own governing board, with policy-making and oversight provided by two state agencies, the WV Higher Education Policy Commission and the WV Council for Community and Technical College Education.</i>	
Wisconsin	University of Wisconsin System	<i>No--employees may be reimbursed upon successful completion but tuition is not waived.</i>	No	<i>Wisconsin has one governing board for the degree granting institutions and our two year colleges. The Wisconsin Technical College System has its own governing board. We do not have community colleges in Wisconsin.</i>	