

Faculty Senate Agenda – April 9, 2019

- **In Attendance:** Amal Dass, , Brad Jones, Caecilia Parks, Cole Stevens, Corina Petrescu, Dennis Bunch, Evangeline W. Ivy, Jeff Pickerd, Jennifer Gifford, Jeremy Clark, John Schuesselin, KoFan Lee, Kyle Fritz, Marilyn Mendolia, Meagen Rosenthal, Nancy Wicker, Phillis George, Robert Van Ness, Simone Delerme, Tejas Pandya, Tess Lefmann, Thomas Peattie, Vivian Ibrahim, Lei Cao, Breese Quinn, Brice Noonan, Aileen Ajootian, Zachary Kagan Guthrie, Andy Cheng, Stuart Haines, Brenda Prager, Chris Mullen, Byung Jang, Cristie Ellis, Stacey Lantagne, Fei Lan, Sumali Conlon, Roy Thurston, Susan Allen, Cong Feng, Stephen Monroe, Kristin Rogers, René Pulliam, Saim Kashmiri, Matt Bondurant, Chalet Tan, John Berns, Mary Roseman
- **Substitutions:** Burhanettin Kekin (Roy Thurston),
- **Absent:** Kathleen Fuller, April Holm, Beth Ann Fennelly, Kimberly Kaiser, Ana Velitchkova, Le’Trice Donaldson, Laura Prior, Carolyn Higdon, Tamara Warhol,
- **Call Meeting to Order**
 - 6:00 meeting called to order
- **Approval of March 5, 2019 Minutes**
 - Motion - Corina Petrescu
 - Second - Thomas Peattie
 - Vote:
 - All in favor
- **Jim Zook, Chief Marketing and Communications Officer:**
 - Upcoming efforts (including workshops involving faculty) to develop outreach and branding strategies aimed at recruitment and fund raising.
 - Workshops are the first phase of a new body of market research that the university is conducting to determine “Who we are at our best”
 - This is an effort to get a handle on what people from the outside think of the institution
 - We are in the midst of our second leadership change, we haven’t had these conversations for 6 years

- This research is the foundation for a longer-term marketing campaign for the university
- Questions:
 - Q: Are we potentially moving away from the “Ole Miss” label?
 - A: I wouldn’t read that much into it at this point, we are trying to get a sense of what people think of the institution currently. We want to keep an open mind and then use the research to drive our decisions.
 - Q: Will there be a sharing of the results of these events?
 - A: We will have a campus wide session to share the results of these sessions.
 - f/u: what was the impetus for this study?
 - A: We don’t currently have a clear narrative for how we talk about our institution. We have had a number of issues this year, but that wasn’t the sole driver of this decision.
 - Q: How will you know that you get a representative group?
 - A: We are watching on the backend and will plan our moves going forward based on what we get.
 - Q: How do know that what you get from talking to campus constituents will resonate with people off of the campus?
 - A: We will be using different research methods to cross validate the findings. We have also been careful in choosing the research firm and potential marketing company that have extensive experience in this area.
- **Erin Cromeans, Tobacco Free Generation Campus Initiative:**
 - This coalition will be meeting with campus groups to discuss the implementation of an externally funded initiative to make UM a tobacco-free campus.
 - Erin Cromeans was asked to write a grant with the American Cancer Society and the Truth Campaign to investigate how ready the campus is to go totally tobacco free (we are currently smoke free – but this doesn’t include things like chewing tobacco and vaping).
 - We have already conducted focus groups with students and staff will be having their focus groups tomorrow
 - A coalition exists that is broadly representative of the campus community

- Three things:
 - Find out from departments what are the facilitators and barriers with these policy changes
 - What things need to be adjusted in the strategic plan to ensure our success?
 - Does this need to be step-wise process as it was with smoking?
- Questions:
 - Q: Will the goal be to maintain the universally accepted non-enforcement areas?
 - A: We will be looking further into that.
 - f/u: It seems that enforcement has been a long-term issue
 - A: One of the comments that came from the student focus groups was that faculty could take on that enforcement role.
 - Q: I assume that the new policy will include e-cigarettes?
 - A: That is difficult to enforce, but we are certainly interested in that.
 - Q: Do you have any educational programs in place because students may not know how dangerous e-cigs are?
 - A: Yes we have funding within our grant to develop these programs which will be housed in the William McGee center.
- **Committee Reports**
 - Academic Instructional Affairs (Corina Petrescu)
 - Nothing to report
 - Academic Conduct (Vivian Ibrahim)
 - Nothing to report
 - Finance & Benefits (Phillis George)
 - SEE ATTACHED REPORT ON DEPENDENT BENEFITS
 - Questions:
 - Q: HR requirement about only one class can be taken during the work day, which can be frustrating, is that something that you discussed?
 - A: That is difficult, but is something that really falls to the faculty to potentially think about offering classes outside of traditional working times.

language now states that this designation can be revoked or not conferred.

- Questions:
 - Comment: I think it is really confusing to start with paragraph numbers and drop them etc. I think we should clean that up as part of this process.
- Results of Census of Faculty and apportionment of Senators for the coming academic year.
- Proposed edits to the Faculty Senate Bylaws
 - Motion Brice Noonan – change bylaws to reflect language to address the issue of senate seats lost mid-term based on calculations of the faculty census.
 - Second Vivian Ibrahim
 - Discussion:
 - The question becomes what do we do with departments who, for example, have two seats, but lose one and both are in the middle of multi-year terms. I am proposing that we remove the more recent of the two seats.
 - The real discussion and vote will happen during the May meeting of the Senate.
 - Question:
 - Q: The spreadsheet you sent out was not correct with respect to the library representation.
 - A: Yes that was pointed out to me, thank you. We can integrate those changes at our next meeting.
 - Motion: Brice Noonan- table discussion until our next meeting
 - Second: Brad Jones
 - Vote:
 - All in favor
- **Old Business**
 - None
- **New Business**
 - Hope to have the results of our current round of elections for our next meeting

- Officer elections to take place 7 May
- **Adjournment**
 - Motion: Nancy Wicker
 - Second: Brad Jones
 - Vote:
 - All in favor

**University Faculty Senate
(Finance & Benefits Sub-Committee)
Employee Dependent Tuition Policy Report
Tuesday, April 9, 2019**

SUMMARY

Enclosed is an overview of the existing Employee Dependent Tuition policies at The University of Mississippi and 30 of its peer institutions. Together, these 31 institutions are referenced as the Southern University Group (SUG) Institutions.

Each institution provides some form of employee tuition assistance. Most of the SUG institutions provide a form of dependent tuition assistance. Additionally, there are some SUG institutions that also define their tuition assistance programs to include partners / spouses of eligible employees and retirees. A complete listing of the SUG institutions and their affiliate dependent policies is enclosed for review and consideration of revising The University of Mississippi's current policies regarding tuition assistance for employees, dependent children, and partners / spouses.

PROPOSED PROCEDURAL RECOMMENDATIONS

In order to strengthen the enclosed and preliminary analysis of our SUG peer institutions and their respective Employee Dependent Tuition policies, the Finance & Benefits sub-committee of the Faculty Senate recommends the analysis be expanded to include:

1. An evaluation of Employee Tuition Policies among aspirational and comparator peer institutions.
2. A more extensive evaluation and comparative analysis of Employee Tuition Policies among SEC, SREB, and SACSCOC peer institutions.

PROPOSED FORMAL RECOMMENDATIONS

The following recommendations are provided to help The University of Mississippi maintain its competitive edge by attending to pressing matters of talent recruitment, development, and retention:

1. Petition the Board of Trustees for the Mississippi Institutions of Higher Learning (IHL) along with the Mississippi Community College Board (MCCB) for the inclusion of all state public institutions (i.e., both two- and four-year degree granting) in the *employee* and *dependent* tuition policies. In doing so, eligible employees and their dependents will have the option to select courses external to the University of Mississippi's course offerings.
2. Increase the dependent tuition benefit from 50% per eligible employee to 100% per eligible employee and/or retiree.
3. Increase dependent eligibility age to include dependents age 30 and under.
4. Modify dependent eligibility policy to include unmarried and married dependents.
5. Expand the *employee* and *dependent* tuition policies to include undergraduate, graduate, and professional programs.

6. Increase the tuition scholarship for eligible employees to 9 credit hours per regular academic term (and 6 credit hours during the combined summer sessions).
7. Create a formal *partner / spousal* tuition policy to complement the revised *employee* and *dependent* tuition policies.

Southern University Group (SUG) Institutions

Arizona State University
Auburn University
Clemson University
Florida State University
Georgia Institute of Technology
Georgia State University
Louisiana State University
Mississippi State University
North Carolina State University
Oklahoma State University
Texas A & M University
Texas Tech University
Southern Regional Education Board (SREB)
University of Alabama
University of Alabama, Birmingham
University of Arkansas
University of Delaware
University of Florida
University of Georgia
University of Houston
University of Kentucky, Lexington
University of Maryland, College Park
University of Mississippi
University of North Carolina, Chapel Hill
University of Oklahoma
University of South Carolina
University of Southern Mississippi
University of Tennessee, Knoxville
University of Texas, Austin
University of Virginia
Virginia Tech
West Virginia University

SUG INSTITUTIONS <i>31 institutions plus SREB</i>	URL	EMPLOYEES <i>Per academic term</i>	PARTNERS / SPOUSES <i>Per academic term</i>	DEPENDENTS <i>Per academic term</i>	COURSE LEVEL
UNIVERSITY OF MISSISSIPPI	http://hr.olemiss.edu/wp-content/uploads/sites/93/Fringe-Benefits-Booklet-February-2019-1.pdf	100% resident tuition scholarship for a maximum of 2 courses...not to exceed 8 credit hours	N/A	50% resident tuition waiver <i>(Dependents must be unmarried and under 25 years of age.)</i>	Undergraduate, Graduate, and Professional
ARIZONA STATE UNIVERSITY <i>Eligible on or after first day of employment</i>	https://www.asu.edu/aad/manuals/spp/spp505.html	Flat rate of \$25 up to 9 credit hours; responsible for actual resident tuition for all hours over 9	Flat rate of \$25 up to 9 credit hours; responsible for actual resident tuition for all hours over 9	75% resident tuition waiver for all credit hours <i>(Dependents must be under 30 years of age.)</i>	Undergraduate and Graduate
AUBURN UNIVERSITY <i>Eligible after one year of continuous employment</i>	http://www.auburn.edu/administration/human_resources/hrd/educ_opp.html	100% resident tuition waiver up to 5 credit hours	50% resident tuition waiver	50% resident tuition waiver	Undergraduate only
CLEMSON UNIVERSITY <i>Eligible after 12 consecutive months of employment</i>	https://www.clemson.edu/humanresources/benefits/etap/index.html	100% resident tuition waiver up to 6 credit hours	N/A	N/A	Undergraduate and Graduate

SUG INSTITUTIONS <i>31 institutions plus SREB</i>	URL	EMPLOYEES <i>Per academic term</i>	PARTNERS / SPOUSES <i>Per academic term</i>	DEPENDENTS <i>Per academic term</i>	COURSE LEVEL
FLORIDA STATE UNIVERSITY <i>Eligible on or after first day of employment; state employees also eligible</i>	https://www.hr.fsu.edu/index.cfm?page=benefits/benefits_perks/benefits_perks_employee_scholarship	100% resident tuition waiver up to 6 credit hours	N/A	N/A	Undergraduate and Graduate
GEORGIA INSTITUTE OF TECHNOLOGY <i>Eligible after 6 months of employment (within the University System of Georgia)</i>	https://hr.gatech.edu/education-assistance	100% resident tuition waiver up to 9 credit hours (within the University System of Georgia)	No information available	No information available	Undergraduate and (Most) Graduate; Specifically Excludes Professional Programs (e.g., Law, Medical, Pharmacy, Veterinary, etc.)
GEORGIA STATE UNIVERSITY <i>Eligible after 6 months of employment (within the University System of Georgia)</i>	https://faculty.gsu.edu/faculty-benefits/	100% resident tuition waiver up to 9 credit hours (within the University System of Georgia)	No information available	No information available	Undergraduate and (Most) Graduate; Specifically Excludes Professional Programs (e.g., Law, Medical, Pharmacy, Veterinary, etc.)

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LOUISIANA STATE UNIVERSITY <i>Eligible after at least one year of employment</i>	https://www.lsu.edu/hrm/employees/benefits/tuition-exemption.php	100% resident tuition waiver up to 6 credit hours	No information available	No information available	Undergraduate and Graduate; Specifically Excludes LSUonline, DVM, Executive MBA, Certifications, and other Higher Cost Self-Supporting Programs
MISSISSIPPI STATE UNIVERSITY <i>Eligible on or after first day of employment; must maintain permanent employment status at 50% time</i>	https://www.hr.m.sstate.edu/benefits/perks/tuition/	100% resident tuition waiver up to 6 credit hours	N/A	50% resident tuition waiver <i>(Dependents must be unmarried and under 25 years of age.)</i>	Undergraduate and Graduate
NORTH CAROLINA STATE UNIVERSITY <i>Eligible on or after first day of employment; must maintain permanent employment status at 75% time</i>	https://cashier.offa.ncsu.edu/employees/facultystaff-tuition-waiver-regulations/	100% resident tuition waiver up to 3 courses PER ACADEMIC YEAR (at North Carolina State University and/or within the University of North Carolina System)	No information available	No information available	Undergraduate and Graduate

SUG INSTITUTIONS <i>31 institutions plus SREB</i>	URL	EMPLOYEES <i>Per academic term</i>	PARTNERS / SPOUSES <i>Per academic term</i>	DEPENDENTS <i>Per academic term</i>	COURSE LEVEL
OKLAHOMA STATE UNIVERSITY <i>Eligible on or after first day of employment; must maintain permanent employment status at 100% time</i>	https://registrar.okstate.edu/Faculty-Staff-Tuition-Waiver	100% resident tuition waiver for only one course or no more than 5 credit hours per applicable term	N/A	N/A	Undergraduate and Graduate
TEXAS A & M UNIVERSITY <i>Eligible after 12 months of employment; must maintain permanent employment status at 50% time</i>	https://wellnessworks.tamu.edu/financial/stafftuition	Up to \$1,000 per class as follows: Fall / Spring (2 class maximum): \$1K toward 1 to 5 credit hours \$2K toward 6 credit hours or more Summer (1 class maximum): \$1K toward 1 to 6 credit hours (processed as a scholarship)	N/A	N/A	Undergraduate and Graduate

SUG INSTITUTIONS <i>31 institutions plus SREB</i>	URL	EMPLOYEES <i>Per academic term</i>	PARTNERS / SPOUSES <i>Per academic term</i>	DEPENDENTS <i>Per academic term</i>	COURSE LEVEL
TEXAS TECH UNIVERSITY <i>Eligible after 6 continuous months of employment</i>	https://www.depts.ttu.edu/hr/EMPBenefits/EMPEnrichment.php	Resident tuition exemption for 1 course per academic term or a maximum of 4 credit hours per term AND a maximum of 10 credit hours per academic year	N/A	N/A	Undergraduate and Graduate
SOUTHERN REGIONAL EDUCATION BOARD (SREB)					
UNIVERSITY OF ALABAMA <i>Eligible after 6 months of employment</i>	http://hr.ua.edu/benefits/other-benefits	100% resident tuition waiver up to 3 credit hours during the fall and spring AND up to 6 credit hours during the summer terms; 50% tuition waiver for all other hours	50% resident tuition waiver for all hours taken	50% resident tuition waiver for all hours taken	Undergraduate and Graduate

SUG INSTITUTIONS <i>31 institutions plus SREB</i>	URL	EMPLOYEES <i>Per academic term</i>	PARTNERS / SPOUSES <i>Per academic term</i>	DEPENDENTS <i>Per academic term</i>	COURSE LEVEL
UNIVERSITY OF ALABAMA, BIRMINGHAM <i>Eligible after 6 continuous months of employment</i>	https://www.uab.edu/policies/content/Pages/UA-B-HR-POL-0000211.aspx	Resident tuition waiver (no specifications regarding credit hours per academic term or year)	50% resident tuition waiver up to 18 credit hours within an academic year	50% resident tuition waiver for all unmarried dependents under the age of 26 (Graduate courses are ineligible.)	Undergraduate and Graduate
UNIVERSITY OF ARKANSAS <i>Eligible after continuous employment for one complete fall or spring semester</i>	https://hr.uark.edu/benefits/tuition-benefits.php	90% resident tuition reduction for undergraduate courses up to 132 credit hours AND up to 72 credit hours at the graduate level	50% resident tuition waiver for undergraduate courses up to 132 credit hours	50% resident tuition waiver for undergraduate courses up to 132 credit hours	Undergraduate and Graduate
UNIVERSITY OF DELAWARE <i>Eligible on or after first day of employment</i>	https://www.udel.edu/faculty-staff/human-resources/benefits/tuition-benefits/course-fee-waiver/	100% resident tuition waiver up to 2 courses per academic semester; maximum of 6 course waivers per academic year; 3 course waivers per academic year for benefits eligible, part-time employees	100% resident tuition waiver up to 2 courses per academic semester; maximum of 6 course waivers per academic year (undergraduate courses)	100% resident tuition waiver up to 2 courses per academic semester; maximum of 6 course waivers per academic year (undergraduate courses)	Undergraduate and Graduate

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UNIVERSITY OF FLORIDA <i>Eligible after six months of employment; state employees also eligible</i>	https://learn-and-grow.hr.ufl.edu/education-programs/	100% resident tuition waiver up to 6 credit hours (within the State University System of Florida; selected institution must be the closest to an employee's work location)	N/A	150 slots available (application based); 100% resident tuition waiver up to 12 credit hours for fall/spring AND 6 credit hours in the summer (Only applies to an undergraduate degree within the State University System of Florida)	Undergraduate and Graduate
UNIVERSITY OF GEORGIA <i>Eligible after 6 months of employment (within the University System of Georgia)</i>	https://reg.uga.edu/faculty-and-staff/tap/	100% resident tuition waiver up to 9 credit hours (within the University System of Georgia)	N/A	N/A	Undergraduate and (Most) Graduate; Specifically Excludes Professional Programs (e.g., Law, Medical, Pharmacy, Veterinary, etc.)
UNIVERSITY OF HOUSTON <i>Eligible after 6 months of employment for non-exempt; 12 months for exempt</i>	https://www.uh.edu/human-resources/employees/scholarship/guidelines/	\$2K available per semester for minimum enrollment of 3 credit hours	N/A	N/A	Undergraduate and Graduate

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UNIVERSITY OF KENTUCKY, LEXINGTON <i>Eligible on or after first day of employment</i>	https://www.uky.edu/hr/more-great-benefits/tuition-assistance-programs	100% resident tuition waiver up to 6 credit hours per semester and 18 credit hours per academic year	50% resident tuition discount for all undergraduate course hours taken	50% resident tuition discount for all undergraduate course hours taken <i>(Dependents must be 24 years old or younger.)</i>	Undergraduate and Graduate
UNIVERSITY OF MARYLAND, COLLEGE PARK <i>Eligible on or after first day of employment</i>	https://uhr.umd.edu/benefits/tuition-remission/	100% resident tuition remission up to 8 credit hours per semester (within the University System of Maryland)	100% resident tuition remission; no credit hour information	100% resident tuition remission; no credit hour information <i>(Dependents must be under the age of 26, unless claimed as a dependent.)</i>	Undergraduate and Graduate; Specifically excludes M.D. and D.D.S. programs
UNIVERSITY OF NORTH CAROLINA, CHAPEL HILL <i>Eligible on or after first day of employment; must maintain permanent employment status at 75% time</i>	https://hr.unc.edu/benefits/educational-assistance/tuition-waivers/	100% resident tuition waiver up to 3 courses PER ACADEMIC YEAR (at UNC-Chapel Hill and/or within the University of North Carolina System)	100% resident tuition waiver up to 3 courses PER ACADEMIC YEAR (at UNC-Chapel Hill and/or within the University of North Carolina System)	No information provided	Undergraduate and Graduate

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UNIVERSITY OF OKLAHOMA <i>Eligible on or after first day of employment</i>	https://hr.ou.edu/Employees/Balancing-Work-Life/Paying-for-College	50% resident tuition waiver along with several fees up to 6 credit hours per semester or 3 hours per summer session	N/A	100% resident tuition waiver for all undergraduate courses taken	Undergraduate and Graduate
UNIVERSITY OF SOUTH CAROLINA <i>(Staff) Eligible after 6 months of employment at 75% time; (Faculty) Eligible after one semester of employment in an FTE position</i>	https://www.sc.edu/about/offices_and_divisions/human_resources/benefits/private_discounts/tuition_assistance/index.php	100% tuition reimbursement per 3 credit hours each academic term (4 hours for lab courses); MAXIMUM of four 3 credit hour courses (4 hours for lab courses) per academic year or the equivalent	N/A	N/A	Undergraduate and Graduate
UNIVERSITY OF SOUTHERN MISSISSIPPI <i>Eligible on or after first day of employment; must maintain permanent employment status at 50% time</i>	https://www.usm.edu/employment-hr/benefit-resources	100% resident tuition waiver up to 6 credit hours	N/A	50% resident tuition waiver <i>(Dependents must be unmarried and under 25 years of age.)</i>	Undergraduate and Graduate

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UNIVERSITY OF TENNESSEE, KNOXVILLE	https://onestop.utk.edu/discounts/	100% resident tuition waiver up to 9 credit hours per semester	Student fee discount available for undergraduate courses; no additional information	Student fee discount available for undergraduate courses; no additional information	Undergraduate and Graduate
UNIVERSITY OF TEXAS, AUSTIN <i>Eligible after 12 months of employment</i>	https://hr.utexas.edu/current/career/staff-educational-benefit	100% resident tuition waiver for 1 course (regardless of credit hours) OR more than 1 course (provided the credit hours do not exceed 3 hours)	N/A	Resident tuition waiver available; no additional information provided	Undergraduate and Graduate
UNIVERSITY OF VIRGINIA <i>Eligible after one year of continuous, benefits-eligible employment</i>	https://hr.virginia.edu/career-development/education-benefits	Up to \$4,360 toward a degree seeking program in a calendar year	No information available	No information available	Undergraduate and Graduate
VIRGINIA TECH <i>Eligible after 90 days of employment</i>	https://www.hr.vt.edu/benefits/discounts/continuing-education/tuition-assistance.html	100% resident tuition waiver up to 6 credit hours per academic term (not to exceed 12 credit hours per academic year)	No information available	No information available	Undergraduate and Graduate

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WEST VIRGINIA UNIVERSITY <i>Eligible after 6 months of employment</i>	https://talentandculture.wvu.edu/wellness-and-perks/programs-services-and-discounts	Tuition assistance available twice per academic year (to cover one undergraduate course per semester) OR 100% resident tuition waiver up to 6 graduate credit hours per term	N/A	Resident undergraduate dependent children under age 26 may be eligible for up to \$1,650 per academic year (\$825 per semester) for a maximum of four years and with a maximum lifetime benefit of \$6,600. Non-resident undergraduate dependent children under age 26 may be eligible for up to the difference in resident and non-resident tuition for four years.	Undergraduate and Graduate

NOTE: The enclosed information stems from the review of institutional websites and relevant documents along with the occasional call to HR representatives. The information provided is not exhaustive.