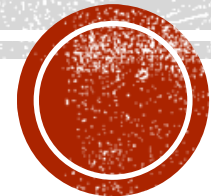




UTAP — UNIFIED TUITION ASSISTANCE PROGRAM

Proposal to Extend Faculty & Staff Tuition Assistance Programs Across KBOR Institutions





INTRODUCTION

- Currently all of the Kansas Board of Regents (KBOR) universities provide some level of tuition assistance to their employees (both faculty & staff).
- However, the current tuition assistance programs are essentially limited to the employing institution*.
 - Limits options for continuing education & professional development
 - * KU Third Party Tuition Assistance
- This proposal seeks to extend the application of tuition assistance across degrees programs all six KBOR universities.





TUITION ASSISTANCE PROGRAMS

	FACULTY	STAFF	\$/CH (Graduate)
KU	0.48 FTE +, 6 months, cont. 12 CH/Year *	48% FTE +, 6 months, cont. 12 CH/Year *	\$455
KSU	0.9 FTE + 1 course (3 CH)/Semester	0.9 FTE + 1 course (3 CH)/Semester	\$465
WSU	0.5 FTE + 7 CH/Semester (\$5250/yr)	0.5 FTE + 7 CH/Semester (\$5250/yr)	\$340
FHSU	0.5 FTE + 6 CH/Semester	0.5 FTE + 6 CH/Semester	\$275
ESU	0.5 FTE +, 1 yr, cont. 6 CH/Semester	0.5 FTE +, 1 yr, cont. 6 CH/Semester	\$340
PSU	Tenure Track Only 1 course (1-5 CH)/Semester	Benefits Eligible Employee 3 CH/Semester	\$285
KUMC	0.40 FTE +, 60 days, cont. In-state tuition, fees waived	0.40 FTE +, 60 days, cont. In-state tuition, fees waived	\$285

CH – Credit Hour

FTE – Full Time Employee

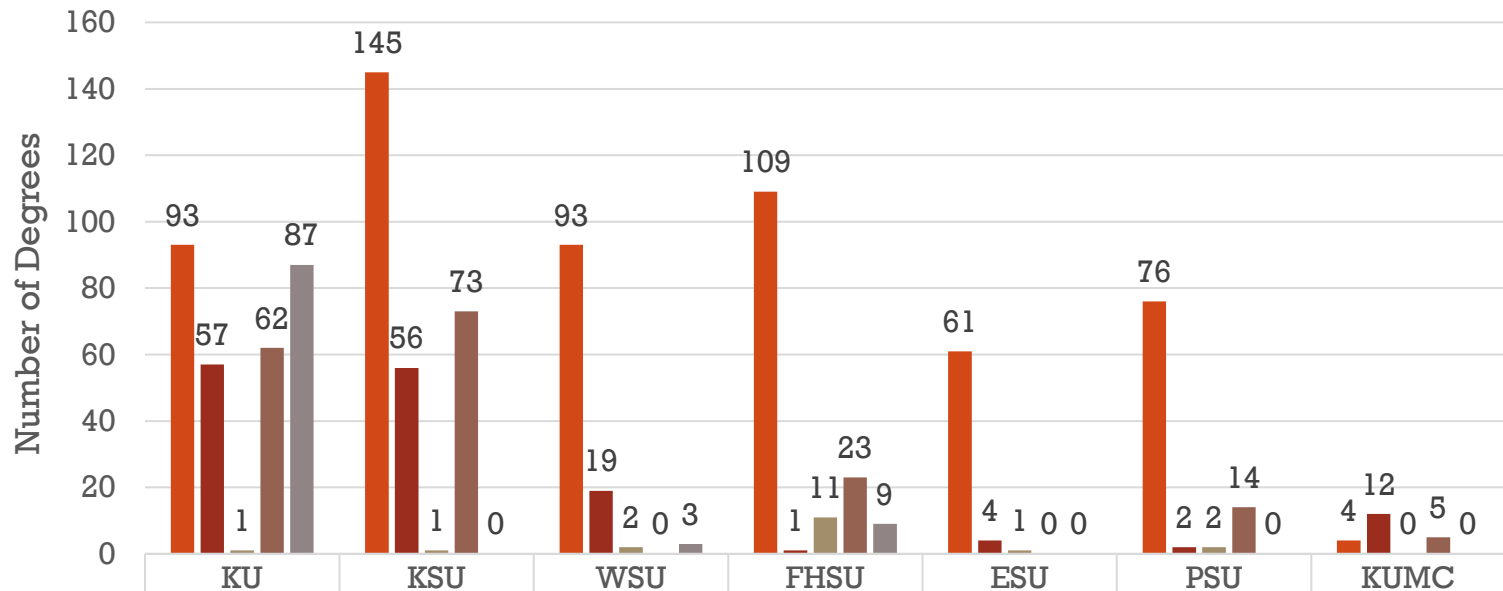
* Third Party Institutions





GRADUATE OFFERINGS

Graduate Degrees by University



<div>Masters</div>	93	145	93	109	61	76	4
<div>Doctorate</div>	57	56	19	1	4	2	12
<div>Ed.S.</div>	1	1	2	11	1	2	0
<div>Certificate</div>	62	73	0	23	0	14	5
<div>Other</div>	87	0	3	9	0	0	0

Masters

Doctorate

Ed.S.

Certificate

Other





POST-MASTERS OFFERINGS

	EdS Education Specialist	Ph.D. Doctor of Philosophy	EdD Doctor of Education	DNP Doctor of Nursing Practice	PharmD Doctor of Pharmacy	AuD, DCLS, DCN, DNAP, DPT, M.D., OTD, SLPD Medical Doctorates
KU	X	X	X		X	
KSU	X	X	X			
WSU	X	X	X	X		X
FHSU	X			X		
ESU	X	X				
PSU	X			X		
KUMC		X		X		X





RATIONALE - PART 1

1. Enhanced Educational Opportunities:

- Expanding eligibility would allow faculty and staff to access a broader range of courses and degree programs, enabling them to pursue academic interests or professional development opportunities not offered at their home institution.

2. Increased Collaboration:

- Allowing faculty and staff to engage with peers across institutions would promote cross-university collaboration, strengthening the academic community within the KBOR system.

3. Workforce Development:

- Access to diverse educational offerings can help faculty and staff enhance their skills, contributing to more effective teaching, research, and administration across all institutions.





RATIONALE - PART 2

4. **Retention and Recruitment:**

- A more flexible tuition assistance program would serve as a significant incentive for attracting and retaining talented professionals within the KBOR system.

5. **Leadership Opportunity:**

- By adopting this policy, KBOR has the unique opportunity to set a national example in higher education.
- While many institutions and states offer inter-institutional tuition exchange programs for students, few have implemented such initiatives for faculty and staff.
- This would position Kansas as a leader in fostering professional development and institutional collaboration, elevating the reputation of the KBOR system and its universities.





RATIONALE - PART 3

6. **Economic Alignment:**

- This program supports KBOR's commitment to improving statewide educational outcomes and advancing economic development.
- By providing faculty and staff access to a wider range of academic programs, the initiative fosters continuous professional growth, leading to enhanced educational quality across institutions.
- Furthermore, a highly educated workforce is a critical driver of economic growth.
- Faculty and staff who develop new skills or earn advanced degrees can contribute more effectively to research, innovation, and student success, aligning with Kansas' economic goals of building a competitive and thriving workforce.





BUILDING ON KBOR GENERAL EDUCATION INITIATIVE

- The proposed tuition assistance program aligns with the principles of KBOR's state-wide general education initiative, which facilitates seamless credit transfer across Kansas public institutions.
- This initiative underscores KBOR's dedication to reducing barriers to education and enhancing academic mobility.
- Extending this philosophy to faculty and staff development ensures that KBOR continues to lead in creating equitable and innovative educational frameworks that benefit the entire academic community.





RELEVANT EXAMPLES

1. **Council of Independent Colleges Tuition Exchange Program (CIC-TEP):**

- Tuition-free enrollment across 440+ institutions.
- CIC-TEP demonstrates how institutions can collaborate to provide expansive educational opportunities for their employees.

2. **University of Missouri System:**

- 75% tuition waiver for courses across campuses.
- This system-wide benefit facilitates professional development and education for employees without being limited to their home institution.

3. **Big Ten Academic Alliance:**

- Scholarship programs for cross-campus enrollment.
- Example: the University of Nebraska-Lincoln offers an Employee Scholarship Program, allowing employees to take courses at other campuses in the alliance under specific conditions.





RELEVANT EXAMPLES

4. **University of Kansas – Third Party Tuition Assistance:**

- Allows employees to receive tuition assistance for courses at third-party institutions
 - Contingent upon course completion and submission of required documentation
- Reimbursement program
- Demonstrates an existing effective framework for ensuring accountability and facilitating professional growth
 - Beyond the employing campus borders





PROPOSED UNIFIED POLICY

1. **Purpose:**

- Faculty and staff can apply the tuition assistance benefits offered by their employing university to any program of study offered by a KBOR university.

2. **Eligibility:**

- Qualifying faculty and staff as defined by their employing university.

3. **Cost-Sharing:**

- Framework for tuition cost sharing between institutions.

4. **Administrative Collaboration:**

- Streamlined application process.

5. **Credit Transfer:**

- Ensure compatibility and applicability of credits.





IMPLEMENTATION PLAN

- 1. Stakeholder Engagement:**
 - Consult with faculty, staff, and administrators.
- 2. Policy Framework Development:**
 - Define cost-sharing agreements.
- 3. Pilot Program:**
 - Test feasibility and gather data.
- 4. Full Implementation:**
 - Roll out program across all six universities.





ANTICIPATED BENEFITS

- Broader Access to Specialized Courses and Degree Programs
- Enhanced Professional Growth
- Strengthened Institutional Collaboration
- Increased Equity for the Regional Universities
- National Recognition for KBOR Leadership





CONCLUSION

- Extending tuition assistance utilization across KBOR institutions:
 - Supports professional and academic aspirations.
 - Strengthens collaboration and workforce development.
 - Enhances workforce retention and acquisition.

- We request the support of the KBOR Councils for this proposal before submitting the proposal to the Kansas Board of Regents for consideration and approval to enhance this program.
 - January 15 - COCAO
 - February 12 - COBO
 - March 12 - COPS
 - April 1 - Fiscal Affairs
 - April 16 – Board of Regents



TUITION ASSISTANCE LINKS

KU	<u>https://policy.ku.edu/human-resources/tuition-assistance-policy</u>
KSU	<u>https://www.k-state.edu/policies/ppm/4800/4870.html</u>
WSU	<u>https://www.wichita.edu/about/policy/ch_03/ch3_42.php</u>
FHSU	<u>https://www.fhsu.edu/policies/pdf/9-2024-tuition-assistance-policy.pdf</u>
ESU	<u>https://drive.google.com/file/d/1AoS0COn4tElgn9abWKZcA_zipOnql_wt/view</u>
PSU	<u>https://www.pittstate.edu/hr/benefits/employee-tuition-assistance-program.html</u> <u>https://www.pittstate.edu/office/provost/files/documents/knea-documents/psu-knea-agreement-2023-2025-final.pdf</u>
KUMC	<u>https://www.kumc.edu/academic-and-student-affairs/departments/registrars-office/tuition-and-fees/staff-and-staff-dependent-rates.html</u>

