

2007-2008 Group on Faculty Affairs
AAMC Listserve Queries & Responses

Query: Tuition benefits for faculty

Question from Kevin Grigsby, Penn State (rgrigsby@hmc.psu.edu):

I am interested in knowing if your institution provides faculty members with a tuition discount or remission for their children.

1. Does your organization provide reduced tuition/tuition waivers for the children of physician faculty members?
2. Is it limited to your institution or can it be used elsewhere?
3. Does it cover graduate (PhD) or professional (MD, JD) school tuition?

Responses:

From Dona Harris, Mercer University (harris_d@mercer.edu):

Mercer University DOES have a tuition waiver for family members of faculty for undergraduate programs. We have eliminated it for post-baccalaureate. We hope we can continue it because it is a tremendous recruitment tool. We do have a group of other schools in our tuition waiver program.

From Susan Scott, University of New Mexico (sscott@salud.unm.edu):

We do have a program that covers undergraduate programs. We have a state lottery to pay for tuition for all graduates of our high schools also but even with that, we hire enough faculty from outside of NM, that the programs complement each other..the child who is in college gets the University resource and the child in high school will get the lottery...we have found this very useful for recruitment of more senior faculty members.

It does not cover other schools (the lottery covers all NM colleges/Universities) and it does not cover professional schools. If you retire from UNM after 25 years, and if you want to return for further education, you could go to any of the professional schools (MD, JD, MBA, etc) for free, if accepted into the programs.

From Victoria Mulhern, University of Pennsylvania

The University of Pennsylvania's policies on tuition can be accessed on HR website <http://www.hr.upenn.edu/benefits/tuition/default.asp>

From Marcie Weiss, Northwestern University (mbweiss@northwestern.edu):

Here's our tuition plan, providing reduced tuition benefits at NU and also (for some groups) at other institutions.

<http://www.northwestern.edu/hr/benefits/plans/tuition/index.html>

From Stephen Bogdewic, Indiana University (bogdewic@iupui.edu):

IU pays for 50% of the tuition for an undergraduate degree for children of full time faculty.

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From Herbert Herscowitz, Georgetown University (herscowh@georgetown.edu):
The tuition assistance plan for both faculty and staff at GU can be found on the HR web site: <http://www1.georgetown.edu/benefits/tap/>

From Sandra Masur, Mount Sinai (Sandra.masur@mssm.edu):
Mount Sinai's policy attached

1. yes
2. elsewhere
3. full time study towards baccalaureate or higher degree

From Diana Gray, Washington University in St. Louis (grayd@msnotes.wustl.edu):
Washington University in St. Louis

Dependent Child - The benefit is based on the employee's status at the time the benefit is paid.

For employees hired in a benefits-eligible position ON OR BEFORE 7-01-06:

- Full-time status - 100% of undergraduate courses offered through the University after the employee completes 5 current consecutive years, or the equivalent, of regular full-time service. Up to 50% of the University's undergraduate tuition charge toward the tuition at another accredited university after the employee completes 7 current consecutive years, or the equivalent, of regular full-time service.
- Part-time status - 50% of undergraduate courses offered through the University after the employee completes 5 current consecutive years, or the equivalent, of regular full-time service. Up to 25% of the University's undergraduate tuition charge toward the tuition at another accredited university after the employee completes 7 current consecutive years, or the equivalent, of regular full-time service.

For employees hired in a benefits-eligible position AFTER 7-01-06:

- Full-time status - 100% of undergraduate courses offered through the University after the employee completes 7 current consecutive years, or the equivalent, of regular full-time service. Up to 40% of the University's undergraduate tuition charge toward the tuition at another accredited university after the employee completes 7 current consecutive years, or the equivalent, of regular full-time service.
- Part-time status - 50% of undergraduate courses offered through the University after the employee completes 7 current consecutive years, or the equivalent, or regular full-time service. Up to 20% of the University's undergraduate tuition charge toward the tuition at another accredited university after the employee completes 7 current consecutive years, or the equivalent, of regular full-time service.

From Linda McLaughlin, Stanford (deasy@stanford.edu):

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Stanford has a wonderful tuition grant program; faculty members are eligible immediately upon appointment. Answers to your specific questions are below; I'm also referencing a link which discussed the program in more detail.

<http://news-service.stanford.edu/news/2006/may24/tgpboxes-052406.html>

From Paula Trief, SUNY Upstate (triefp@upstate.edu):

At SUNY Upstate Medical University there is no tuition assistance for family members. There are programs for employees as dictated by the individual's union, although these programs have been halted as the unions that offer such a benefit are renegotiating their contracts.