

FACULTY SENATE RESOLUTION 17-05

TUITION REDUCTION AND FEE REMISSION FOR LSU FACULTY CHILDREN AND SPOUSES

Introduced at the request of the Faculty Senate Benefits Advisory Committee

Whereas the merit-based TOPS is unavailable to faculty spouses and to the children of incoming faculty¹ who have not graduated from a Louisiana high school;

Whereas the cost of an LSU undergraduate education for faculty children has increased because TOPS now covers only 62-69% of tuition² and fees are high³;

Whereas seven of LSU's thirteen Flagship Peer institutions offer 50% tuition reduction to faculty children and spouses, and most state universities in the South do the same⁴;

Whereas the new merit-based Louisiana Tiger Legacy Scholarships require a minimum ACT composite score of 24, and thus they are unavailable to some faculty children⁵;

¹ Following PS-36T, this resolution understands "faculty" to include "full-time members of the academic staff having the rank of instructor or higher (or equivalent ranks)."

² TOPS covered 100% of tuition in 2015-16. Tuition in 2016-17 was \$8046, and TOPS paid \$5032-5571.

³ Fees at LSU in 2016-17 are \$2768. Fees are significantly lower at nine of the thirteen Flagship Peer institutions and at most of the state universities in the South. See Appendix A.

⁴ See Appendix A. Purdue University and the University of Maryland give larger tuition reductions to faculty children and spouses.

⁵ Approximately 40% of LSU students have ACT scores less than 24, and the percentage of faculty children with similar ACT composite scores is probably similar.

Whereas the Tiger Legacy Scholarships offer only \$500-1000 (depending on ACT score), which is far too little to offset the recent decrease in TOPS (approximately \$3000);

Whereas the recruitment and retention of faculty is crucial to LSU and faculty flight is a growing problem for the University;

Whereas twenty-seven of thirty-six LSU deans, chairs, and directors said in a recent poll that a new tuition benefit and a full remission of fees for faculty children would help “very much” or “some” in the recruitment and/or retention of faculty in their units⁶;

Whereas a tuition benefit and a full remission of fees for faculty spouses would also help in the recruitment and retention of faculty;

Therefore be it resolved that the Faculty Senate recommends a new benefit for faculty children and spouses enrolled in undergraduate courses at LSU: while remaining eligible for Louisiana Tiger Legacy Scholarships, faculty children should receive (1) a 50% reduction of undergraduate tuition or TOPS; and (2) a full remission of fees; faculty spouses also should receive a 50% reduction of undergraduate tuition and a full remission of fees

⁶ See Appendix B for the poll and results. The new tuition benefit in the poll was what this resolution proposes below. Twenty respondents answered “very much”; seven answered “some”; nine answered “only a little.”

Appendix A. Reduced Tuition/Fees for Faculty Children and Spouses, 2016-17

	<u>Benefit</u>	<u>Annual Tuition + Fees</u>
<u>LSU</u>	\$500-1000 annually ⁷	\$8046 + 2768 = \$10,814 ⁸
 <u>Flagship Peer Group</u>		
University of Maryland	100% of tuition ⁹	\$8314 + 1866 = \$10180
Purdue University	53.9% of tuition ¹⁰	\$9208 + 894 = \$10,002
University of Tennessee	50% of tuition	\$10914 + 1810 = \$12,724
University of Arkansas	50% of tuition	\$7204 + 1615 = \$8820
Mississippi State University	50% of tuition ¹¹	\$7780 (no fees)
University of Illinois	50% of tuition ¹²	\$12,036 + \$3662 = \$15,698 ¹³
University of Nebraska	50% of tuition	\$6750 + 3841 = \$10,591 ¹⁴
Colorado State University	50% of tuition	\$8716 + 2334 = \$11,050 ¹⁵
Texas A&M University	100% of fees	ca. \$8000 + 2000 = \$10,000
Virginia Tech University	\$400-1000 <i>one time</i>	\$10786 + 2076 = \$12852 ¹⁶
N. C. State University	\$1000 annually	\$6406 + 2474 = \$8880

⁷ The new Louisiana Tiger Legacy Scholarship Program annually awards \$500 for a 24-25 ACT score; \$750 for a 26-27 ACT score; \$1000 for a 28 or above ACT score.

⁸ TOPS pays 67.43% of the annual tuition in 2016-17, which amounts to \$5031.

⁹ This benefit is for the spouse and dependent children of employees who have worked two or more years.

¹⁰ In addition to this benefit, a partial remission of fees is given to children of staff members who are employed at least half-time for a period of time expected to continue more than one year on a recurring academic or fiscal year.

¹¹ If both parents are employees of MSU, 100% of tuition is reduced.

¹² This benefit is for children of faculty who have 50% or greater employment over a minimum of 7 years at one of the Illinois senior public universities. The 7 years need not be consecutive.

¹³ Higher tuition (\$17,040) is charged for Engineering, Chemistry, and Life Science majors.

¹⁴ Higher tuition is charged for the Business College (\$8400) and College of Engineering (\$9690). The annual fees include \$2094 for health insurance.

¹⁵ For 15 hours, tuition is actually \$5483 per semester, but the College Opportunity Fund (state tax dollars) pays \$1125 in tuition.

¹⁶ The benefit is given to children of university employees who are freshmen or new transfer students.

University of Georgia	no benefit	$\$9364 + 2270 = \$11,634$
Iowa State University	no benefit	$\$7098 + 1121 = \8219^{17}

Other Universities

University of Alabama	50% of tuition ¹⁸	$\$11,270^{19}$
Auburn University	50% of tuition	$\$10,696^{20}$, $\$11,216$, $\$11,496$, $\$15,016^{21}$
University of Missouri	50% of tuition ²²	$\$10,716$ (no fees)
University of Mississippi	50% of tuition	$\$7644 + 100 = \7744
University of Kentucky	50% of tuition ²³	$\$10665 + 655 = \$11,320$
University of Florida	100% of tuition/fees ²⁴	$\$8951 + 3808 = \$12,762$
Florida State University	$\$500$	$\$9280 + 3734 = \$13,014$
University of South Carolina	no benefit	$\$11,482^{25}$
Clemson University	no benefit	$\$13,418 + 900 = \$14,318$
University of Texas-Austin	no benefit	$\$9626 - 11,060^{26}$

¹⁷ Some majors have higher tuition, e.g., Architecture ($\$8380$), Business ($\8852 in junior and senior years), Engineering ($\$9410$ in junior and senior years).

¹⁸ This benefit is given to children of faculty and staff with at least 6 months of employment.

¹⁹ There are few or no fees at Alabama.

²⁰ The fees at Auburn are small, maybe 0.

²¹ The higher three figures are respectively for colleges of Business, Engineering, and Architecture.

²² This benefit is for spouses and dependent children of employees who have 5 or more years of continuous full-time service immediately prior to the first day of the semester in which the spouse or dependent is enrolled.

²³ The percentage reduction depends on the employee's length of service: 10% for one year; 20% for 2 years; 30% for 3 years; 40% for 4 years; 50% for 5 or more years.

²⁴ This benefit is given to 50 children of full-time employees, randomly selected each year.

²⁵ This figure includes a technology fee (perhaps as much as $\$500$).

²⁶ Tuition varies between colleges. If there are any additional fees, they are small.

Appendix B. Questionnaire for Deans, Chairs, and Directors

The Faculty Senate Benefits Advisory Committee is studying the possibility of a **new faculty benefit** that would make undergraduate education at LSU more affordable for the children of LSU faculty. Faculty children enrolled at LSU would receive the following:

- **50% reduction of tuition or TOPS, whichever is greater**
- **Full remission of fees**
- **A Louisiana Tiger Legacy Scholarship**

TOPS and the Legacy Scholarships are merit-based. A 50% reduction of tuition and the full remission of fees would not be merit-based, and so all faculty children could receive them.

If this benefit were in place at LSU, would it help your department/school/college to recruit new faculty and retain current faculty?

- (1) Very much.
- (2) Some.
- (3) Only a little.
- (4) Not at all.
- (5) I don't know.