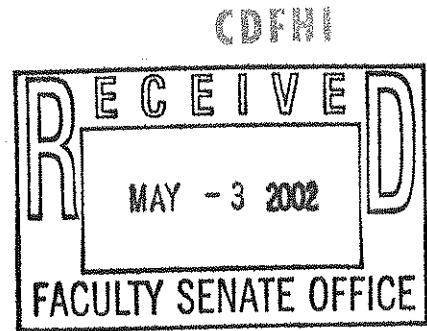


UNIVERSITY OF  
**Miami**  
FACULTY SENATE  
**MEMORANDUM**



**To:** Donna E. Shalala, President

**From:** Steven Green  
Chair, Faculty Senate

**Date:** 29 April 2002

**Subject:** Faculty Senate Legislation #2001-30(B) – Change in Tuition Remission benefit

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The Faculty Senate, at its 24 April 2002 meeting, voted to approve the attached modification to the current Tuition Remission benefit with the proviso that one-fourth of the revenue stream produced by these tuition payments will be applied to funding an employee benefit as recommended by the Employee Benefits Committee. The Senate also voted unanimously to recommend that the remaining three-fourths of the revenue derived from the change in Tuition Remission benefit be applied toward compensation.

The changes to the Faculty Manual are shown as underlined additions and ~~strikethrough~~ deletions.

Please note that the Senate and the Administration agree that the waiver of waiting period will generally apply to new faculty who are joining us from a post-doctoral position.

This legislation is now forwarded to you for your action.

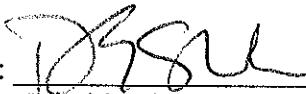
SG/kl

cc: Luis Glaser, Executive Vice President and Provost  
David Lieberman, Sr. Vice President for business and Finance  
Roosevelt Thomas, Vice President for Human Resources

Faculty Senate  
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CAPSULE: Faculty Senate Legislation #2001-30(B) – Change in Tuition Remission benefit

**PRESIDENT'S RESPONSE**

APPROVED:  DATE: 5-2-02  
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: David A. Lieberman

EFFECTIVE DATE OF LEGISLATION: September 1, 2002  
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: \_\_\_\_\_

REMARKS (IF NOT APPROVED): \_\_\_\_\_

## C16.5 Degree Enrollment and Tuition Benefits

Faculty members may not pursue a degree in the department in which they have an academic appointment.

Full-time members of the faculty and administration (including those retired because of age and/or disability) and their dependents are eligible to participate in tuition benefit plans of the University as described below:

### (a) Faculty Members and Administrators.

Effective August 15, 1975, a full-time member of the faculty or administration may attend undergraduate and graduate classes without payment of tuition provided such a person does not enroll for more than seven credits in any given semester or four credits in a summer session (five-week term). No member of the administration may enroll in any section of a summer session course during assigned regular working hours. A faculty member or administrator may not enroll with tuition benefits in any course in the School of Law or the School of Medicine, in a doctoral level program in the Graduate School, or in the Executive MBA program. This limitation of benefits does not apply to faculty members who were approved for tenure by June 1, 1975.

Effective October 1996, doctoral-level study at the University of Miami ~~will be~~ became available for full-time employees through a cost-sharing arrangement. Individual participation in this benefit must be approved by the Executive Vice President and Provost. The benefit is not available during the first year of employment. After the completion of one year of employment the tuition remission rate is 75%. After two years of employment the University will pay the difference between the tuition charged at South Florida State System Universities and tuition at the University of Miami.

Part-time faculty members are entitled to a 50% remission of tuition after one year of continuous employment, provided (1) they were similarly employed in the year immediately preceding, (2) they are compensated for their services through University or University approved accounts, and (3) they are currently engaged in teaching, research, or clinical practice during the semester in which the course work will be taken.

Tuition benefits do not apply for: (1) private music lessons or other private lessons; (2) hobby or sports courses; (3) in-service courses in Dade County schools; (4) courses required for certification or licensure that are conducted in whole or in part by outside vendors, and 5) non-credit courses, except for adult education courses in the non-hobby, non-sports category, provided that a) the course offers job-related training for University personnel, as certified by the department chair or supervisor, or: b(i) charges market rates for tuition; (ii) has space available after all regular tuition-paying enrollees are accommodated; and (iii) has no more than 20% of the enrollees eligible for tuition remission.<sup>1</sup>

Full-time faculty members or administrators may enroll with tuition benefit in any program leading to any degree offered by the University (except Law, Medicine, or the Executive MBA program) provided they meet the prerequisites for the courses and have been admitted by the appropriate administrative offices and screening committees.

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<sup>1</sup> #99028(B)

**(b) Dependents of Faculty and Administrators with Appointments Commencing On or After September 1, 2002**

**A spouse or "dependent child" of a faculty member or administrator with an appointment commencing on or after September 1, 2002 is eligible for tuition remission at the University of Miami after completion of one full year of full-time regular service at the rate of 70% during years two through five, 85% during years six through ten and 100% thereafter. The one year waiting period before commencement of tuition remission is waived for Faculty who were continuously employed as a faculty member for twelve months or one academic year at another accredited institution prior to appointment at the University. The "dependent child" must make normal progress toward graduation, as evidenced by continuous enrollment in a degree-seeking program, enrollment in a minimum of six credits per semester both Spring and Fall and earning twelve credits per calendar year. "Dependent child" is defined as a natural, adopted, or step-child receiving 50% or more support from the faculty member or administrator. Certification of dependency normally requires a copy of the employee's most recent IRS tax return (1040 U.S. Individual Income Tax Return); exceptions will be made in certain circumstances, however, such as divorce. To be eligible for this benefit, the "dependent child" must begin an undergraduate degree-seeking program before reaching the age of 23. For graduate study, the "dependent child" must begin a graduate degree-seeking program within two years of the date of the completion of an undergraduate degree. The dependent child will not be eligible for tuition remission for any semester that begins after reaching 27 years of age.**

**(c) Dependents of Faculty and Administrators with Appointments Prior to September 1, 2002**

**A spouse or "dependent child" of a faculty member or administrator with an appointment prior to September 1, 2002 is eligible for tuition remission at the University of Miami at the rate of 75% during the first five years of the faculty member's full-time service at the University, and 100% thereafter, provided the spouse or "dependent child" is making normal progress toward graduation, as evidenced by continuous enrollment in a degree-seeking program, enrollment in a minimum of six credits per semester both Spring and Fall and earning twelve credits per calendar year. "Dependent child" is defined as a natural, adopted, or step-child receiving 50% or more support from the faculty member or administrator. Certification of dependency normally requires a copy of the employee's most recent IRS tax return (1040 U.S. Individual Income Tax Return); exceptions will be made in certain circumstances, however, such as divorce. To be eligible for this benefit, the dependent children must begin their an undergraduate degree-seeking program before they reaching the age of 23. For graduate study, the dependent children must begin their a graduate degree-seeking program within two years of the date of the completion of their an undergraduate degree. The dependent child who first enrolls with tuition remission after September 1, 2002 will not be eligible for tuition remission for any semester that begins after reaching 27 years of age.**

Spouses and dependent children of faculty members approved for tenure by June 1, 1975 are eligible for tuition remission in courses in the School of Medicine, School of Law, and

Graduate School. Spouses and dependent children of administrators and of all faculty members not approved for tenure by June 1, 1975 are not eligible for tuition remission in courses in the School of Medicine, the School of Law, and doctoral programs in the Graduate School.

**(d) Dependent Tuition Remission Benefit**

This benefit is available exclusively at the University of Miami for a total not to exceed 14 semesters or 225 semester credits (or appropriate equivalent), whichever is greater, for the spouse and for each dependent child for each faculty member who had been approved for tenure by June 1, 1975. For spouses and dependent children of administrators and of all faculty members not approved for tenure by June 1, 1975, this benefit is available at the University for a total not to exceed ten semesters or 150 semester credits (except in Architecture where 164 credits is permissible), whichever is greater, per eligible dependent. This benefit applies to all undergraduate and graduate courses at the University of Miami except: a) private music lessons or other private lessons (taken "not for credit"); b) hobby courses; c) in-service courses in Dade County Schools; and d) non-credit courses. (See parenthetical exception in Section C16.5 (a), above.)

All full-time undergraduate dependents receiving 100% tuition remission are ~~expected~~ **required** to apply for the Florida Resident Access Grant. For students who qualify for this grant the amount of the grant will be applied to tuition and fees.

The widows/widowers and dependent children of faculty members and administrators who die after five or more full years of service to the University are eligible for benefits on the same basis as set forth above for dependents.

Beginning April 1, 2000 benefits for same sex domestic partners were introduced at the University. Benefits include health care, tuition, Wellness Center, Library and Employee Assistance Programs.

**(ee) Appointments Prior to June 1, 1972**

The dependent children (including the children of retired or deceased members) of those faculty members and administrators who had established eligibility before June 1, 1972 and have been in continuous service are eligible for tuition assistance for 120 credits or eight semesters (whichever is greater) at either the University of Miami or at other accredited universities or colleges and for additional credits at the University of Miami only, up to a combined total not to exceed 14 semesters or 225 semester credits (or appropriate equivalent), whichever is greater. The institution each student is attending, however, must certify that the student is making normal progress toward graduation. This tuition benefit is available to dependent children who begin their college programs before they reach the age of 23. If the student attends elsewhere, the tuition grant cannot exceed that amount the student would receive at the University of Miami. Dependent children of deceased full-time faculty members or administrators who established eligibility before June 1, 1972 are eligible as described above.