

TUITION WAIVER FOR EMPLOYEES

I. Eligibility

All full-time employees employed as of the final day of regular registration in any particular session or semester, their spouses, and their dependent children (as defined by the Internal Revenue Service) are eligible. Spouses, who have not remarried, and dependent children of deceased employees who died while in the full-time employment of the University of Arkansas are also eligible. All enrollees must meet normal admissions requirements, and audits should be on a space available basis only.

II. Transferability

The tuition waiver benefit is available to any employee, employee's spouse, or employee's dependent children at any on-campus unit of the University of Arkansas regardless of the site of employment. Individual units may also allow tuition waivers in specified off-campus classes when enrollment in the class in which enrollment is sought already has sufficient student enrollment by full-fee paying students to meet the minimum enrollment (as established by the offering unit) to recover the costs of offering the class. Waiver benefits are applicable to tuition only. All applicable fees are to be paid in full for any enrollment. The waiver benefit is applicable to credit classes only.

III. Extent of Waiver

- A. Employees may take any combination of undergraduate or graduate semester credit hours during the fall and spring semesters and up to three semester credit hours during each summer term, when dates of enrollment are non-concurrent, at a tuition cost of 10% of the cost of tuition for courses offered by the employee's campus or at 30% of the cost of full tuition for courses offered by any other campus within the University. This waiver does not apply to professional degrees as determined by the Chancellor of each campus. Employees enrolled in electronically delivered courses such as CIV, Internet, web based, or distance education are eligible for waiver benefits on regular tuition (10% of the cost of tuition for courses offered by the employee's campus, or 30% of the cost of tuition for courses offered by any other University of Arkansas campus). In addition to this tuition cost, the employee will pay the difference between the cost of regular tuition and the tuition charge for distance education courses.
- B. Employees of the University of Arkansas System office, the Cooperative Extension Service, the Agricultural Experiment Stations, the UAMS Area Health Education Centers, and other widely dispersed units of the University of Arkansas shall designate one campus as the "employee's campus" for purposes of this policy. The designated

campus shall remain the same for the term of employment unless the site of employment changes.

- C. Spouses and dependent children may take up to 132 undergraduate semester credit hours at 50% of tuition at the employee's campus or at 60% of full tuition at any other campus within the University of Arkansas. Spouses and dependent children enrolled in electronically delivered courses such as CIV, Internet, web based, or distance education will pay 50% of the cost of regular tuition for courses offered by the employee's campus, or 60% of the cost of regular tuition for courses offered by any other University of Arkansas campus. In addition to this regular tuition cost, the spouse/dependent children will pay the difference between the cost of regular tuition and the tuition charge for distance education courses. A student may not receive discounts as both an employee and as a spouse or dependent child of an employee.

#### IV. Effective Date

This policy shall be effective July 1, 2005.

June 3, 2005 (Revised)

June 6, 2003 (Revised)

June 7, 2002 (Revised)

November 8, 1996 (Revised)

November 12, 1993 (Revised)

June 25, 1987 (Revised)

January 16, 1986