

November 17-18, 2022

ITEM 203-103-R1122

Request for Approval to Revise Board of Regents Policy 940.32 – Tuition Waiver for Dependents

THAT

The Board of Regents approves revisions to BOR Policy 940.32 – Tuition Waiver for Dependents to improve the Montana University System’s ability to recruit and retain employees to serve students and the public.

EXPLANATION

In 2003, the Board of Regents adopted Policy 940.32 creating a 50% waiver of resident tuition for dependents of Montana University System (MUS) employees who meet certain criteria established in the policy. The board adopted the policy to improve the ability of the MUS to recruit and retain employees. University employee dependent tuition waiver policies are common across the United States. The adoption of Policy 940.35 in 2003 made MUS employees who meet policy criteria eligible to use the 50% tuition waiver for a dependent as defined by the Internal Revenue Code after the employee has completed five years of continuous employment in the MUS. No more than one of an employee’s dependents may use the waiver in an academic term. The waiver has provided campuses and agencies of the MUS with a meaningful tool to offer candidates for employment in the two decades during which the policy has been in place. The challenges of hiring and keeping qualified employees to serve students and the public, however, have become increasingly difficult.

This proposed policy revision would make two changes. First, instead of waiting five years for eligibility, employees who meet the policy criteria would be eligible to use the benefit for a qualified dependent at the start of the first term following four months of MUS employment. Second, instead of limiting the use of the 50% waiver to no more than one of an employee’s dependents in an academic term, the policy would allow an employee to use the waiver for up to two qualified dependents in an academic term. While MUS salaries are lower than university system salaries in the surrounding states, which poses continuing hiring challenges, the hiring authorities for MUS campuses and agencies believe this policy revision will improve the ability of the MUS to hire and keep capable employees to serve students and the public.

ATTACHMENTS

Attachment #1: Revised BOR Policy 940.32