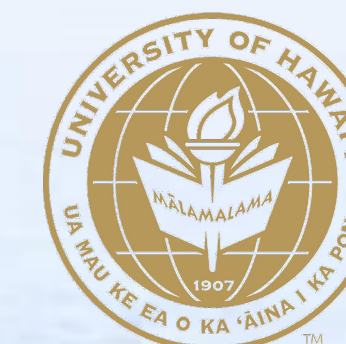


PELP 2.0 Dependent Tuition Waiver Project



Tim Moore, UH Hilo / Ryan Girard, Kaua'i C.C. / Chelsea Kay-Wong, UH Hilo

VISION

Expand tuition benefit policy for full-time faculty and staff to include dependent children

PHASES

PELP 2018 : Proposal is created

PELP 2019: Cohort recommendation: Need more data

PELP 2.0, 2024: Facilitate implementation

JUSTIFICATION

83% of UHM's Peer & Benchmark Schools Offer "IT"

Peer	Benchmark
Colorado State University	University of California, Davis
Mississippi State University	University of California, Irvine
Oregon State University	University of California, San Diego
University of Arizona	University of Colorado at Boulder
University of Illinois	University of Iowa
University of Kentucky	University of North Carolina at Chapel Hill
University of New Mexico	University of Pittsburgh
University of South Florida	University of Tennessee at Knoxville
University of Utah	University of Washington - Seattle



OBSTACLES

- Institutional/System Policy Change
- Unions
- Financial concerns
- Obtaining data on participation and cost prior to implementing
- Creating logistical systems
- Culture of "No Can"

FACULTY/STAFF SURVEY RESULTS

- Email was sent to all faculty and staff at UH Hilo
- 112 responses
- 24 identified not having children
- 37 dependents aged 18-24
- 41 dependents aged 14-17
- 78 students between 14-24 years old
- Estimate 20 students a year utilizing the waiver



PILOT TERMS

- Dependents (age ~18-24) of UH Hilo full-time employees
- Must take a minimum of 12 credit hours per semester
- Waive a maximum of 6 credit hours per semester
- Start in Fall 2024 and run for 4 years
- Valid only for undergraduate, credit courses at UH Hilo
- Fall and Spring semesters only
- Does not cover student, Institutional, or course fees, housing, meal plans, books, lab fees, nursing and pharmacy clinical fees, professional fees, etc
- Dependents may utilize tuition waiver for a maximum of 8 consecutive semesters.
- Must maintain satisfactory academic progress & regular attendance
- Tuition waiver is a taxable benefit
- May impact Financial Aid Award Offer

Implementation Strategy

Creation of a Pilot Program

- Contacted all bargaining units
- Identified obstacles/challenges
- Developed Pilot strategy
- Creation of implementation work group at UH Hilo
- Create pilot policies and procedures
- Create logistical systems to facilitate utilization
- Survey UH Hilo Fac/Staff to gauge participation



COMPETITION

- All the other universities in Hawaii offer it
- Recruitment for students and Fac/Staff has intensified
- In comparison, UH is lacking in employee benefits



BENEFITS TO UH

- ★ Increase student **enrollment & retention**
- ★ Increase **completion** rates
- ★ Increase faculty / staff **recruitment & retention**
- ★ Improve **UH pride / branding**
- ★ Reverse the **brain drain** –keep **Hawai'i's talent** in Hawai'i

Pilot program

- UH Hilo only
- 4 year pilot
- Program review each year
- Compile data:
 - Cost analysis
- Potential Expansion



KUALI FORM

SUBMITTER NOTIFICATION To: Submitter Subject: Form Submitted Dependent tuition waiver form	HR APPROVAL UH Hilo Office of th... If denied: NOTIFICATION To: Submitter Subject: Denied HR and then stop	OFFICE OF THE REGISTRAR UH Hilo Office of the Registr... If denied: NOTIFICATION To: Submitter Subject: Denied Office of the Registrar and then stop	FINANCIAL AID OFFICE UH Hilo Office of the Registr... If denied: DENIED: FINANCIAL AID OFFICE To: Submitter - Email Subject: Denied: Financial Aid Office and then stop	CASHIER'S OFFICE UH Hilo Office of the Registr... If denied: NOTIFICATION To: Submitter Subject: Denied: Cashier's Office and then stop	FINAL APPROVAL To: Submitter Subject: Approved Notification
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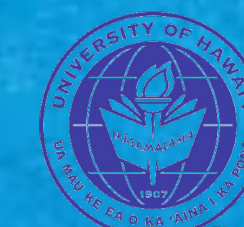
PROCESS

- Apply for admission to UH Hilo by appropriate deadline
- Be admitted as a classified or unclassified student
- Submit Dependent Tuition Waiver Form (to be created in Kual) and the Declaration of Dependent Children Form no later than 3 weeks before the first day of classes
- Forms must be re-submitted each semester.
- Dependents register for classes during the normal registration period.
- May not be used for special funded courses which have insufficient revenue to cover costs
- Tuition waiver will be applied to student's tuition balance after the drop deadline for refunds has passed (i.e. after the last date for 50% tuition refund).
- Tuition credit will not be applied if the student has dropped below 12 credit hours.

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