



## Tuition for University Employees and Dependents

This I-CAN report examines tuition benefits for university employees and their dependents. The information in it is from the College and University Professional Association for Human Resources, more commonly known as CUPA-HR. This organization is a national leader in compiling data on higher education compensation and benefits.<sup>1</sup> The data in this report comes from their 2006 Benefits Survey of 554 private and public colleges and universities across the nation.

### General Information

The CUPA-HR 2006 Benefits Survey asked colleges and universities a series of questions about benefits for employees and their dependents. The responses indicate that 95.6% of the institutions offer tuition assistance to their full time employees, 84.3% offer assistance to employees' spouses and domestic partners, and 87.5 offer assistance to employees' children. Results also show that institutions are much more likely to offer assistance for undergraduate than graduate courses. Table 1 reports these findings.

**TABLE 1<sup>2</sup>**

**Does your institution offer tuition assistance for . . .**

|                             | Full-time employees?<br>% Yes | Spouse or domestic partner?<br>% Yes | Children of employees?<br>% Yes |
|-----------------------------|-------------------------------|--------------------------------------|---------------------------------|
| Courses at this institution | 95.6                          | 84.3                                 | 87.5                            |
| Undergraduate courses       | 90.8                          | 69.2                                 | 73.9                            |
| Graduate courses            | 79.0                          | 40.6                                 | 31.7                            |

### Tuition Assistance – Full Time Employees

In addition to providing a broad overview, the survey asked several more detailed questions about tuition benefits. One question asked: “*What are the tuition benefits for*

<sup>1</sup> CUPA-HR <http://www.cupahr.org/surveys/aboutsurveys.asp>

<sup>2</sup> CUPA-HR 2006 Benefits Survey

*full-time employees with at least one year of service?”* The median number of course credits that are eligible for reimbursement per semester is 6 credit hours for a full time employee. In addition, the median percent of reimbursement up to the course credit limit is 100% and the mean dollar amount of reimbursement per year is \$2203. Table 2 displays these figures.

**TABLE 2<sup>3</sup>**

**Full-Time Employees**

| Number of course credits eligible for reimbursement per semester? | This Institution |
|---|------------------|
| Median  | 6                |
| % reimbursement up to course credit limit?                        |                  |
| Median  | 100              |
| Maximum \$ reimbursement per calendar year?                       |                  |
| Mean  | 2203             |

**Tuition Assistance – Spouse or Domestic Partner**

Another question asked: *“What are the tuition benefits for the families of full-time employees with at least one year of service?”* The median number of course credits that are eligible for reimbursement per semester is 12 credit hours. The median percent of reimbursement\* up to the course credit limit is again, 100%, while the mean dollar amount of reimbursement per year is \$2500.<sup>4</sup> These figures are displayed in table 3.

**TABLE 3<sup>5</sup>**

**Spouse or Domestic Partner**

| Number of course credits eligible for reimbursement per semester? | This Institution |
|---|------------------|
| Median  | 12               |
| % reimbursement up to course credit limit?                        |                  |
| Median  | 100              |
| Maximum \$ reimbursement per calendar year?                       |                  |
| Mean  | 2500             |

**Tuition Assistance – Children of Employees**

Yet another question asked: *“What are the tuition benefits for the children of families of full-time employees with at least one year of service?”* The median number of course credits that are eligible for reimbursement per semester for an employee’s child is 15

<sup>3</sup> CUPA-HR 2006 Benefits Survey

<sup>4</sup> **Median Percent of Reimbursement:** the median amount of money that institutions were willing to reimburse the employee for the maximum amount of credit hours

<sup>5</sup> *Ibid.*

credit hours. The median percent of reimbursement up to the course credit limit is again, 100%, while the mean dollar amount is \$3184.

**TABLE 4**

**Children of Employees**

| Number of course credits eligible for reimbursement per semester? | This Institution |
|---|------------------|
| Median  | 15               |
| % reimbursement up to course credit limit?                        |                  |
| Median  | 100              |
| Maximum \$ reimbursement per calendar year?                       |                  |
| Mean  | 3184             |

To learn more about CUPA-HR and their surveys visit their website:  
<http://www.cupahr.org/index.asp>

**NOTE – While 554 institutions participated in this survey, 11 institutions from Iowa participated. These institutions are: Allen College, Buena Vista University, Central College, Des Moines University, Dordt College, Drake University, Graceland University, Iowa State University, St. Ambrose University, University of Dubuque, and University of Iowa.**

This report was prepared in December, 2007 by the Iowa Civic Analysis Network (I-CAN), a non-partisan public policy undergraduate research group at the University of Iowa. For additional research on this or other issues, please visit our website at <http://www.uiowa.edu/~ican> or contact us at [studorg-ican@uiowa.edu](mailto:studorg-ican@uiowa.edu).