

Educational Fee Waiver for Faculty Dependents

Many faculty who responded to the 2002-2003 University of California (UC) Faculty Work and Family Survey indicated that paying college tuition for their children is a significant financial burden, and one that contributes to work and family stresses.

Faculty Discuss the Importance of Educational Fee Waivers for Dependents

One of the stresses is making ends meet particularly paying for college. This requires me to seek consulting opportunities whenever possible, which interferes with family and work productivity. What would be extremely helpful is some kind of (ideally transferable) tuition assistance for faculty.

Offer free college tuition at UC institutions for children of faculty; it is long overdue.

A few years back the University was considering a benefit that would provide tuition-free undergraduate education to faculty children at any UC campus to which they were admitted. The benefit was on the verge of being passed by the UC Senate, I believe, when the fiscal crisis hit and it seems to have been shelved. It should not be forgotten and in fact should be put on the table again as soon as possible. Especially with salaries falling behind comparable institutions, this would be a very attractive and low cost way to help faculty deal with the high cost of living in California.

[I would like to see] tuition guarantees as many other institutions offer.

Tuition for children-- this [survey] is really small child oriented, which is great, but free UC tuition for family would be huge!

Source: UC Faculty Work and Family Survey, 2002-2003

Educational fee waivers, or tuition assistance programs, are common at many of UC's competitors, including MIT, Stanford, University of Illinois, University of Michigan, Johns Hopkins and Yale University. These universities offer free or highly discounted tuition to faculty dependents for use at their university, or in some cases, at any other university. This is a significant benefit for parents of college-age children and can serve as a critical recruitment and retention tool for faculty parents.

Educational Fee Waivers have been previously recommended by the University Committee on Faculty Welfare but were put on hold because of current California state budget crises. A phased approach, initially covering a portion of fees or limiting eligibility, would allow the UC to become more family friendly immediately and expand its offerings as the fiscal climate improves.