



LSU A&M Faculty Senate Resolution 19-07

Tuition Reduction and Fee Remission for LSU Faculty Children and Spouses

(Updated Faculty Senate Resolution 17-05)

Introduced at the request of the Faculty Senate Benefits Advisory Committee

Whereas the merit-based TOPS no longer is guaranteed to cover 100% of undergraduate tuition at LSU¹;

Whereas TOPS is unavailable to faculty spouses and to the children of incoming faculty² who have not graduated from a Louisiana high school;

Whereas the cost of an LSU undergraduate education for faculty children has increased because fees are high³;

Whereas seven of LSU's thirteen Flagship Peer institutions offer 50% tuition reduction to faculty children and spouses, and most state universities in the South do the same⁴;

Whereas the merit-based Louisiana Tiger Legacy Scholarships require a minimum ACT composite score of 24, and thus they are unavailable to some faculty children⁵;

Whereas the Tiger Legacy Scholarships offer only \$500-1000 (depending on ACT score), which is too little to offset the recent rise in fees;

Whereas the recruitment and retention of faculty is crucial to LSU and faculty flight is a growing problem for the University;

¹ With a change to Louisiana State law in 2016, the State legislature must act annually to fund TOPS fully so that it covers tuition increases. In 2016, TOPS covered only 62-69% of tuition. Full funding was provided in 2017, 2018, and 2019.

² Following PS-36T, this resolution understands "faculty" to include "full-time members of the academic staff having the rank of instructor or higher (or equivalent ranks)."

³ Fees at LSU were \$2768 in 2016-2017. They have risen by 41% to \$3918 in 2019-20. Fees are significantly lower at eleven of the thirteen Flagship Peer institutions and at most of the state universities in the South. See Appendix A.

⁴ See Appendix A. Purdue University and the University of Maryland give larger tuition reductions (53.9% and 100% respectively) to faculty children and spouses.

⁵ Approximately 40% of LSU students have ACT scores less than 24, and the percentage of faculty children with similar ACT composite scores is probably similar.

Whereas twenty-seven of thirty-six LSU deans, chairs, and directors said in a 2016 poll that a new tuition benefit and a full remission of fees for faculty children would help “very much” or “some” in the recruitment and/or retention of faculty in their units⁶;

Whereas a tuition benefit and a full remission of fees for faculty spouses would also help in the recruitment and retention of faculty;

Therefore, be it resolved that the Faculty Senate recommends a new benefit for faculty regarding their dependents enrolled in courses at LSU: while remaining eligible for Louisiana Tiger Legacy Scholarships, faculty dependents should receive (1) either TOPS or a 50% reduction of tuition; and (2) a full remission of fees, including application fees;

Therefore, be it further resolved that the Faculty Senate recommends a new benefit for faculty regarding their spouses enrolled in courses at LSU: (1) a 50% reduction of tuition; and (2) a full remission of fees, including application fees.

⁶ See Appendix B for the poll. The new tuition benefit in the poll was what this resolution proposes below. Twenty respondents answered “very much”; seven answered “some”; nine answered “only a little.”

Appendix A. Reduced Tuition/Fees for Faculty Children and Spouses, 2019-20

	<u>Benefit</u>	<u>Annual Tuition + Fees</u>
<u>LSU</u>	0 ⁷	$\$8046 + 3918 = \$11,964$
 <u>Flagship Peer Group</u>		
University of Maryland	100% of tuition	$\$8824 + 1955 = \$10,779$
Purdue University	53.9% of tuition	$\$9206 + 778 = \9994
University of Tennessee	50% of tuition	$\$11332 + 1932 = \$13,264$
University of Arkansas	50% of tuition	$\$7568 + 1816 = \9384
Mississippi State University	50% of tuition ⁸	$\$8800 + 110 = \8910
University of Illinois	50% of tuition	$\$12,036 + 4174 = \$16,210$
University of Nebraska	50% of tuition	$\$7560 + 1896 = \9456
Colorado State University	50% of tuition	$\$9428 + 2472 = \$11,900$
Texas A&M University	100% of fees	$\$7883 + 3351 = \$11,234$
Virginia Tech University	\$400-1000 <i>one time</i>	$\$11420 + 2076 = \$13,690^9$
N. C. State University	Up to \$4000 annually	$\$6535 + 2565 = \9100
University of Georgia	no benefit	$\$9790 + 2290 = \$12,080$
Iowa State University	no benefit	$\$8042 + 1278 = \9320

⁷ The Louisiana Tiger Legacy scholarships are merit-based, and thus they are not a guaranteed benefit for faculty children and spouses. The program annually awards \$500 for a 24-25 ACT score; \$750 for a 26-27 ACT score; \$1000 for a 28 or above ACT score.

⁸ If both parents are employees of MSU, 100% of tuition is reduced.

⁹ This benefit is given to children of university employees who are freshmen or new transfer students. The amount varies, depending on the availability of funds.

Other Universities

University of Alabama	50% of tuition	$\$10,780 + 800 = \$11,580$
Auburn University	50% of tuition	$\$9816 + 1676 = \$11,492$
University of Missouri	50% of tuition	$\$12,094$ (no fees)
University of Mississippi	10-50% of tuition ¹⁰	$\$8718 + 100 = \8818
University of Kentucky	50% of tuition	$\$11,011 + 1349 = \$12,360$
University of Florida	100% of tuition/fees ¹¹	$\$3152 + 3229 = \6381
Clemson University	50% of tuition	$\$14,118 + 1002 = \$15,120$
University of Texas-Austin	25% of tuition	$\$10,970$ (no fees)

¹⁰ The percentage reduction depends on the employee's length of service: 10% for one year; 20% for 2 years; 30% for 3 years; 40% for 4 years; and 50% for 5 years.

¹¹ This benefit is given to 50 children of full-time employees, randomly selected each year.

Appendix B. Questionnaire for Deans, Chairs, and Directors

The Faculty Senate Benefits Advisory Committee is studying the possibility of a **new faculty benefit** that would make undergraduate education at LSU more affordable for the children of LSU faculty. Faculty children enrolled at LSU would receive the following:

- **50% reduction of tuition or TOPS, whichever is greater**
- **Full remission of fees**
- **A Louisiana Tiger Legacy Scholarship**

TOPS and the Legacy Scholarships are merit-based. A 50% reduction of tuition and the full remission of fees would not be merit-based, and so all faculty children could receive them.

If this benefit were in place at LSU, would it help your department/school/college to recruit new faculty and retain current faculty?

1. Very much.
2. Some.
3. Only a little.
4. Not at all.
5. I don't know.