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## Faculty Senate Resolution 17-05

Louisiana State University and Agricultural and Mechanical College

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**FACULTY RESOLUTION 17-05**

**TUITION REDUCTION  
AND FEE REMISSION  
FOR LSU FACULTY  
CHILDREN**

Introduced at the request of the Benefits Advisory Committee

Whereas the merit-based TOPS is unavailable to the children of incoming faculty who have not graduated from a Louisiana high school;

Whereas the cost of an LSU education for faculty children has increased because TOPS now covers only 62-69% of tuition<sup>1</sup> and fees are high<sup>2</sup>;

Whereas seven of LSU's thirteen Flagship Peer institutions offer 50% tuition reduction to faculty children, and most state universities in the South do the same<sup>3</sup>;

Whereas the new merit-based Louisiana Tiger Legacy Scholarships require a minimum ACT composite score of 24, and thus they are unavailable to many faculty children<sup>4</sup>;

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<sup>1</sup> TOPS covered 100% of tuition in 2015-16. Tuition in 2016-17 was \$8046, and TOPS paid \$5032-5571.

<sup>2</sup> Fees at LSU in 2016-17 are \$2768. Fees are significantly lower at nine of the thirteen Flagship Peer institutions and at most of the state universities in the South. See Appendix A.

<sup>3</sup> See Appendix A.

<sup>4</sup> 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 the Tiger Legacy Scholarships offer only \$500-1000 (depending on ACT score), which is far too little to offset the recent decrease in TOPS (approximately \$3000);

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

Whereas twenty-seven of thirty-six LSU deans, chairs, and directors said in a recent 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 units<sup>5</sup>;

Therefore be it resolved that the Faculty Senate recommends a new benefit for faculty children enrolled at LSU: they should receive (1) a 50% tuition reduction or TOPS, whichever is greater; (2) a full remission of fees; and (3) the merit-based Louisiana Tiger Legacy Scholarships.

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<sup>5</sup> See Appendix B for the poll and results. 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 to Resolution 17–05: Reduced Tuition/Fees for Dependents of Faculty, 2016-17*

	<u>Benefit</u>	<u>Annual Tuition + Fees</u>
<u>LSU</u>	\$500-1000 annually <sup>6</sup>	\$8046 + 2768 = \$10,814 <sup>7</sup>
 <u>Flagship Peer Group</u>		
University of Maryland	100% of tuition <sup>8</sup>	\$8314 + 1866 = \$10180
Purdue University	53.9% of tuition <sup>9</sup>	\$9208 + 894 = \$10,002
University of Tennessee	50% of tuition	\$10914 + 1810 = \$12,724
University of Arkansas	50% of tuition	\$7204 + 1615 = \$8820
Mississippi State University	50% of tuition <sup>10</sup>	\$7780 (no fees)
University of Illinois	50% of tuition <sup>11</sup>	\$12,036 + \$3662 = \$15,698 <sup>12</sup>
University of Nebraska	50% of tuition	\$6750 + 3841 = \$10,591 <sup>13</sup>
Colorado State University	50% of tuition	\$8716 + 2334 = \$11,050 <sup>14</sup>
Texas A&M University	100% of fees	ca. \$8000 + 2000 = \$10,000
Virginia Tech University	\$400-1000 <i>one time</i>	\$10786 + 2076 = \$12852 <sup>15</sup>

<sup>6</sup> The new Louisiana Tiger Legacy Scholarship 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.

<sup>7</sup> TOPS pays 67.43% of the annual tuition in 2016-17, which amounts to \$5031.

<sup>8</sup> This benefit is for the spouse and dependent children of employees who have worked two or more years.

<sup>9</sup> In addition to this benefit, a partial remission of fees is given to children of staff members who are employed at least half-time for a period of time expected to continue more than one year on a recurring academic or fiscal year.

<sup>10</sup> If both parents are employees of MSU, 100% of tuition is reduced.

<sup>11</sup> This benefit is for children of faculty who have 50% or greater employment over a minimum of 7 years at one of the Illinois senior public universities. The 7 years need not be consecutive.

<sup>12</sup> Higher tuition (\$17,040) is charged for Engineering, Chemistry, and Life Science majors.

<sup>13</sup> Higher tuition is charged for the Business College (\$8400) and College of Engineering (\$9690). The annual fees include \$2094 for health insurance.

<sup>14</sup> For 15 hours, tuition is actually \$5483 per semester, but the College Opportunity Fund (state tax dollars) pays \$1125 in tuition.

N. C. State University	\$1000 annually	$\$6406 + 2474 = \$8880$
University of Georgia	no benefit	$\$9364 + 2270 = \$11,634$
Iowa State University	no benefit	$\$7098 + 1121 = \$8219^{16}$

### Other Universities

University of Alabama	50% of tuition <sup>17</sup>	$\$11,270^{18}$
Auburn University	50% of tuition	$\$10,696^{19}$ , $\$11,216$ , $\$11,496$ , $\$15016^{20}$
University of Missouri	50% of tuition <sup>21</sup>	$\$10,716$ (no fees)
University of Mississippi	50% of tuition	$\$7644 + 100 = \$7744$
University of Kentucky	50% of tuition <sup>22</sup>	$\$10665 + 655 = \$11,320$
University of Florida	100% of tuition/fees <sup>23</sup>	$\$8951 + 3808 = \$12,762$
Florida State University	$\$500$	$\$9280 + 3734 = \$13,014$
University of South Carolina	no benefit	$\$11,482^{24}$
Clemson University	no benefit	$\$13,418 + 900 = \$14,318$
University of Texas-Austin	no benefit	$\$9626-11,060^{25}$

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<sup>15</sup> The benefit is given to children of university employees who are freshmen or new transfer students.

<sup>16</sup> Some majors have higher tuition, e.g., Architecture (\$8380), Business (\$8852 in junior and senior years), Engineering (\$9410 in junior and senior years).

<sup>17</sup> This benefit is given to children of faculty and staff with at least 6 months of employment.

<sup>18</sup> There are few or no fees at Alabama.

<sup>19</sup> The fees at Auburn are small, maybe 0.

<sup>20</sup> The higher three figures are respectively for colleges of Business, Engineering, and Architecture.

<sup>21</sup> This benefit is for spouses and dependent children of employees who have 5 or more years of continuous full-time service immediately prior to the first day of the semester in which the spouse or dependent is enrolled.

<sup>22</sup> 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; 50% for 5 or more years.

<sup>23</sup> This benefit is given to 50 children of full-time employees, randomly selected each year.

<sup>24</sup> This figure includes a technology fee (perhaps as much as \$500).

<sup>25</sup> Tuition varies between colleges. If there are any additional fees, they are small.

## *Appendix B to Resolution 17–05: 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.

### **POLL RESULTS**

The questionnaire went to 54 deans, chairs, and directors in the ten colleges at LSU; 36 responded.

1 Very much: 20

2 Some: 7

3 Only a little: 9

4 Not at all.

Breakdown of responses according to college:

	Very much	Some	Only a little
H&SS:	5	1	3
Science:	2	1	1
MDA:		1	
Art and Design:	3	1	
Business:	1		1
Engineering:	1		2
HSE:	3		1
Law:		2	
Agriculture:	5	2	1
Coast and Env:	1		

**Note:** The entire faculty of the School of Veterinarian Medicine was given the questionnaire. All responded, "Very much."