

TO: Tuition Council Review Committee

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SUBJECT: Dependent Tuition Waiver Proposal

Purpose: Increase the value of this policy as a recruitment tool and as a strategic component in revenue generation regarding the implementation of RCM (Responsibility Center Management).

Proposal: Allow for all of the following changes:

- Remove the six month wait for new employees
- Apply to non-matriculated and matriculated students
- Apply to eligible dependents under the age of 26

Offering a discount for dependents of CWU staff and faculty is a great competitive advantage when it comes to recruiting top talent! However, the hurdle we've run into over the past couple of years is that CWU employees have had to wait six months before gaining eligibility to use the waiver. Depending on when a new employee starts, that could mean three quarters go by before they are able to use this benefit. For employee's that have partners or children already in school (whether it be a university or community college), the wait has a dramatic impact.

With the implementation of RCM, each college is going to need to find a way to increase revenue streams and that means more students. Expanding eligibility to non-matriculated students and increasing the age of eligible dependents to 26 should help. Increasing the age to 26 also allows for consistency with the healthcare benefits offered at CWU.

Human Resources