

Attachment 1

Memorandum

To: Judy Hughey and Kaleen Knopp, Faculty Affairs Committee Co-Chairs

CC: Betsy Cauble, President Faculty Senate

From: Faculty Salaries and Fringe Benefits Committee

Date: 3 May 2011

Re: Employee Tuition Assistance

Our committee wishes to present a proposal to increase employee tuition assistance benefits to all Kansas State University employees. We believe this added benefit will increase employee morale, offset the detrimental effects of multiple years without salary increases and that it will grow the talent and increase the intellectual capital of our workforce.

We submit to you that an employee tuition assistance benefit that parallels the tuition grants K-State offers to employees' dependents would amplify the opportunities to reward the loyalty of university employees who do not have dependents, or whose dependents are not interested in taking advantage of the dependent tuition grants.

We realize that some units may have more possibilities for flexibility in schedules and that fulltime university employees owe 100% of their work time to their job duties. We also believe that with the multiple avenues of educational content delivery, full-time employees and their supervisors can negotiate mutually satisfactory ways in which the employees may fulfill their job duties while taking classes and completing coursework at K-State.

Therefore, we propose that Faculty Senate pass a resolution to endorse the proposal to increase the employee tuition assistance to seven hours of paid tuition, and submit it to the Kansas State University administration for approval.