

## **GLENVILLE STATE UNIVERSITY POLICIES**

### **TUITION AND FEES POLICY 44**

#### **AWARDING OF UNDERGRADUATE TUITION WAIVERS ASSISTANCE AWARDS**

##### **44.1 General**

1.1. Scope – This policy regards the awarding of undergraduate tuition waivers to qualifying faculty, staff, spouses, dependents and others.

1.2. Authority – W. Va. Code §§ 18B-10-5, 18B-10-7, and 18B-1-6

1.3. Effective Date – February 5, 2020

1.4. Revision of Former Policy – Repeals and replaces Glenville State University Policy 44 – Awarding of Undergraduate Tuition Waivers Assistance Awards [2006][2011].

##### **44.2. Tuition Waivers**

2.1. The governing board of Glenville State University may periodically establish waivers for qualifying faculty, staff, spouses or their dependents, and others as described below entitling recipients to pursue their undergraduate studies at Glenville State University without payment of the tuition, capital and other fees as may be prescribed by the governing board. The term “Undergraduate Tuition Waiver” refers to all tuition and fee waivers authorized by Chapter 18B, Article 10, Section 5 of the West Virginia Code. These awards shall be identified by using the name of Glenville State University in the award (e.g.: Glenville State University Undergraduate Scholarship).

2.2. State law allows each state institution of higher education to grant tuition waivers totaling no more than ten percent (10%) of the value of tuition and fees assessed for all FTE undergraduate students registered during the previous fall semester. By adoption of this policy, the Glenville State University Board of Governors adopts the statutory value.

2.2.1. It is recognized that the University may choose to award a substantial portion of awards under this section to students who possess various kinds of special abilities and aptitudes. However, in instances where there are more financially needy applicants than can be assisted through the available need-based student aid programs, the University shall give priority consideration in the awarding of scholarships to students with demonstrated financial need. A tuition assistance award shall be granted to each year’s statewide winner of the Veterans of Foreign Wars Voice of Democracy competition and the American Legion High School Oratorical competition.

2.2.2. Fee waivers must be granted in accord with any applicable provisions in West Virginia State Code, including to students in special categories identified in West Virginia Code (e.g. children of certain law enforcement officers and fire fighters killed in the line of duty). The University may require such persons to pay special fees, including any laboratory fees, if such fees are required of all other students taking a single or the particular course and may also require such person to pay for parking.

2.2.3. Pursuant to the statute, no student under this section may hold an undergraduate tuition assistance award for more than eight (8) semesters. Twelve (12) or more semester hours attempted during a regular semester or a summer term shall be considered as one (1) semester for scholarship purposes. Awards under this section will cover a portion of tuition and fees.

2.3. Tuition waivers also give means of providing an additional incentive for the recruitment and retention of qualified employees. Waivers are also considered a part of training and development designed to enhance the professional level and effectiveness of the employee in his/her assigned duties and to broaden the individual's knowledge and skills for future job assignments. Waivers for qualifying faculty, staff, spouses and dependents shall be above the ten percent (10%) allotment authorized by the Glenville State University Board of Governors in 44.2.2 of this policy.

#### 2.3.1. Eligibility Criteria

2.3.1.1. Eligible employee is any faculty or staff member who is employed for 0.53 FTE or greater and who is eligible to enroll for PEIA health insurance. Positions classified as temporary or part-time are not considered to be eligible for waivers.

2.3.1.2. An eligible dependent is defined as the biological, legally adopted, stepchild or legal ward of an eligible employee. A dependent is any person listed as a dependent on the Federal Tax Return for the preceding calendar year. Employees will be asked to provide documentation verifying such. An eligible dependent does not include those participating in dual enrollment courses.

2.3.1.3. An eligible spouse is defined as the legal wife or husband of an eligible employee. Spouse will be verified by marriage certificate that conforms to WV state marriage laws or to the state laws in which the marriage certificate was granted.

#### 2.3.2. Limitations

2.3.2.1. The course load for which an eligible employee may receive a waiver is limited to one course per semester during their regular work day and requires written approval from the appropriate Cabinet member prior to enrolling. Time spent in the classroom is not compensated and shall not interfere with the unit's operation or require other employees to cover job duties. Employees must make arrangements to make up missed work time with their immediate supervisor. Full-time regular staff members can apply for release time using the appropriate HR form. Release time must be approved by the appropriate Cabinet member and may not exceed one release per departmental unit per semester. Waivers for courses taken not during work hours may not exceed six (6) hours/semester. Work day for faculty is defined as scheduled classes and office hours.

2.3.2.2. A dependent shall be eligible for tuition waivers as a full-time or part-time student provided the dependent does not exceed twenty-five (25) years of age prior to the beginning of the semester for which the waiver is requested. Dependents must meet the University's academic general admission standards and must maintain a minimum of a 2.0 GPA for each semester as well as Satisfactory Academic Progress for financial aid. Dependents that are on academic or social probation will not be eligible for waivers.

2.3.2.4. No eligible spouse or dependent may hold an undergraduate tuition waiver for more than eight (8) semesters, either consecutive or non-consecutive. Employees are limited to a total of one-hundred-thirty (130) hours and have no limits on the number of semesters, either consecutive or non-consecutive.

### 2.3.3. Awarding of Waivers

2.3.3.1. Tuition waivers will cover all tuition only for eligible employees. Waivers will not apply to room and board charges or textbooks or any fees.

2.3.3.2. Financial aid assistance, in the form of scholarships and/or grants, will be applied to the student's account prior to any waiver being granted. In no case will the amount of the waiver exceed the total balance due on the bill for any semester. Waivers will not cover any additional state mandated costs associated for a non-resident student above the fee for a WV resident.

2.3.3.3. Glenville State University will first accommodate the registration requests of its paying students. Enrollment will then be approved first for employees, and then both spouses and dependents, based on available space.

2.3.3.4. Glenville State University will award waivers defined for employees. The University will contribute six (6) full time waivers for the fall semester and six (6) full time waivers for the spring semester, to be distributed for eligible

dependents and spouses. A full time waiver is defined as twelve (12) hours. A full time waiver can be split between eligible dependents and spouses, if they are not full- time students. If there are more eligible waiver requests than waiver hours available in a given semester, the waivers shall be distributed proportionately. Waivers will be apportioned by the President.

2.3.3.5. No waiver, if granted, is guaranteed for following semester(s). For each semester the same process of granting waivers will be followed.

#### 2.3.4. Application Procedures

2.3.4.1. All employees, spouses, and dependents must complete and submit the Free Application for Federal Student Aid (FAFSA) for the applicable academic year by March 1. All applicants must complete an application for Glenville State University through the Admissions Office.

2.3.4.2. A Petition for Waiver of Tuition and Fees application must be completed by the designated deadlines. Applications are due in the Human Resources Office by July 15<sup>th</sup> for the fall semester, November 30<sup>th</sup> for the spring semester and April 15<sup>th</sup> for summer terms.

2.3.4.3. Registration for classes will be by regular enrollment procedures.