

SAC Fringe Benefits

The Staff Advisory Council passed the following resolution at the August 7, 2003, business meeting to be forwarded to the University Administration.

Resolution to Improve the Tuition Benefits Program at CWRU

It is hereby resolved by the Staff Advisory Council of Case Western Reserve University that the Tuition Benefits Program be improved in order to increase the number of staff participating in the CWRU learning environment, thus supporting a tenet of the University's vision statement:

"As an educational institution dedicated to leadership in teaching and learning, we seek to transform all learners – faculty and staff as well as students – and support their personal growth and mentorship throughout their lives. We seek to lead the nation as the research university where the challenges of creating new knowledge support the values of a liberal education, where rigorous theory and practical, real-world experiences come together."

Recommendations

We, members of the Staff advisory Council, believe that to achieve the world's most powerful learning environment at CWRU, changes should be implemented to improve the Tuition Benefits program. The CWRU Staff Advisory Council presents the following suggestions for consideration by CWRU administration:

- Participate in a national tuition exchange program.
- Create a consortium of sister schools in northeast Ohio where staff members' dependents would have the option of attending tuition free (see [TEP-Attachment](#)).
- Consider a portable benefit of 25-50% of CWRU's tuition to be used at another college/university by a dependent of a staff member.
- Allow certificate programs at CWRU (or other accredited institutions) to be covered under the tuition benefit.
- Increase tuition reimbursement from the current \$1,500 to \$2,500 and adjust this benefit annually based on the average percent of higher education tuition increases in Ohio.
- Provide up to a \$500 reimbursement to staff who are not degree-seeking, but who are interested in professional development opportunities, to be used appropriately.
- Allow the tuition benefit to be used for workshops and/or training sessions.

Respectfully submitted with request for the earliest consideration,
CWRU Staff Advisory Council
Kathryn Howard, Chair