

LSU | Staff Senate

LSU Staff Senate Resolution 22-01

Calling for the review and elimination of fees for staff enrolled in Tuition Exemption

Senators J. Levesque, T. Millican, J. Slocum, S. Salesneves, E. Hicks, G. Sansoni, A. Salvadras, and C. Alvarez

WHEREAS, one of the primary charges of the LSU Staff Senate, the elected representative body for staff members, is to advocate for staff and serve as a bridge between staff and administration on matters of importance and concern; and

WHEREAS, the Tuition Exemption program offered to staff has not been updated since the introduction of new fees to the funding structure of LSU; and

WHEREAS, the current Tuition Exemption program does not exempt employees from fees which have risen 41% since 2012 and now currently cost \$383 per 3 semester hour undergrad course and \$471 per 3 semester hour graduate course; and

WHEREAS, the current LSU Online Tuition Exemption policy only discounts online tuition at 70%. Today's cost to the employee is currently \$341 per undergraduate course and between \$471 to \$999 per class for graduate courses; and

WHEREAS, the Staff Senate expresses serious concern the Tuition Exemption policy no longer serves the original intent of access to education at a low cost for LSU Employees as a retention strategy; and

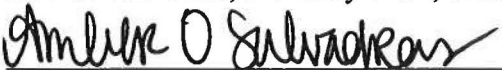
WHEREAS, the current cost structure represents a major barrier to entry and inhibits career development for a significant portion of LSU staff with serious impacts on employees earning below the Louisiana median salary and individuals from underrepresented populations; and

WHEREAS, Research shows Unclassified employee participation in the Tuition Exemption Program outnumbers Classified employee participation by a margin of 10:1, and employees from under-represented groups are outnumbered 3:1 suggesting that the increased cost of this program is having a negative impact on participation by classified and minority employees.

THEREFORE, be it resolved; the LSU Staff Senate hereby expresses serious concern the Tuition Exemption Policy inhibits the university's efforts to develop and diversify LSU employees in leadership positions. The LSU Staff Senate proposes the following recommendations and requests:

- Align LSU Online Tuition Exemption with the "Traditional Tuition Exemption" Program. Online programming is one of the best options for our full-time working professionals.
- The Office of The President, in collaboration with the University Administration, review and recommend changes to the fees imposed on LSU employees enrolled in the Tuition Exemption Program.

THEREFORE, be it further resolved, that a copy of this resolution be sent to William F. Tate, IV, LSU President; Remy Starns, Chair of the LSU Board of Supervisors; Matt Lee, Interim Executive Vice President, and Provost; Kimberly J Lewis, Executive Vice President & Chief Administrative Officer; Donna Torres, Vice President for Finance; Clay Jones, Associate Vice President & Chief Human Resources Officer; Mandi Lopez, Faculty Senate President; Amber Salvadras Council of Staff Advisors Chair; and Lizzy Shaw, Student Government President.

Signed: 
Amber Salvadras, LSU Staff Senate President

Date: 5-18-2022