

IOWA STATE UNIVERSITY

Professional and Scientific Council

Council Motion: To request that University Human Resources no longer limit the use of the Employee Tuition Assistance Program to only Iowa State University (ISU) courses. That the Program be reinstated to the requirements that were in use prior to June 2020.

Submitted by: Compensation and Benefits Committee
July 7, 2022

Whereas: The Compensation and Benefits Committee is responsible for assessing and recommending action on issues with staff benefits, as well as providing counsel on issues such as compensation concerns.

Whereas: The Tuition Reimbursement Program (TRP) supports the professional development efforts of merit and professional and scientific employees on non-temporary appointments of at least twenty (20) hours per week. Staff must work at the university for one (1) year before they can apply to participate in the program.

Whereas: In June 2020, University senior leaders made the decision to limit tuition reimbursement for employees to only ISU courses as a budget-cutting measure in light of reduced state and tuition income. This change was put into effect for the fall 2020 semester. No other changes were made to the program.

Whereas: Constituents have contacted the Compensation and Benefits Committee seeking assistance on reversing the 2020 change so that they can pursue professional development in areas where ISU does not provide educational programs that meet their needs.

It is moved: That the Professional and Scientific Council recommends that Iowa State University reverse the change that was made June 2020 to the Tuition Reimbursement Program to better meet the professional development needs of staff, encourage lifelong learning, and increase employee retention.

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