The Economic Benefits Committee recommends the following motion for approval by the Faculty Senate.

**Motion**

The Faculty Senate of the University of Wisconsin-Milwaukee requests that the University of Wisconsin System provide an academic opportunity whereby UWM academic staff members could enroll in UWM undergraduate or graduate courses on a space available (after the add/drop date) tuition-free basis.

**Rationale**

This motion originated with the Academic Staff Economic Benefits Subcommittee and is recommended by the Economic Benefits Committee to the Faculty Senate.

Current personnel policies provide an option for academic staff members to obtain graduate level education in work-related curricular areas. The program director or supervising individual gives approval for using program/unit funds. Departments with stringent budgets rarely are able to reimburse employees for courses taken.

The proposal extends the opportunity for additional education to a larger segment of the academic staff than is able to benefit from the current reimbursement policy. The institution benefits from a better educated work force with a larger part of the staff developing competence in a wider range of areas. The proposal does not prevent any UWM students from taking a course since only courses with space remaining after the final add/drop date will be open to staff on this basis. It does not impose an additional teaching burden on faculty since departments set the enrollment limits for each course. The relatively low costs for the administration of the policy are paid by staff members utilizing the service. Several public universities such as the University of Minnesota already provide such an opportunity to their staff.

**Economic Benefits Committee**

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Michael Dintenfass
Nancy Frank
Mark Harris (chair)
Kathy Lewis
Kathleen Moylan
Harvey Rabinowitz
Randy Ryder
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PROPOSAL FOR ACADEMIC STAFF COURSE ENROLLMENT ON A SPACE AVAILABLE, TUITION-FREE BASIS: QUESTIONS AND ANSWERS

1. What is the proposal?
   It is a proposal for an employment benefit whereby the University of Wisconsin System would provide an opportunity to UWM academic staff members to enroll in UWM undergraduate or graduate credit courses on a space available basis tuition-free.

2. How does this proposal differ from the current tuition reimbursement plan?
   Currently, departments can reimburse staff for career-related coursework. The proposal would enable staff to take non-career-related coursework at no expense to their departments.

3. How does the proposal differ from current informal auditing arrangements?
   Academic staff can audit courses with consent of colleagues. The proposal would enable an academic staff member to establish an official record of having taken the course either for audit or credit.

4. What does the University gain by offering tuition-free courses to academic staff?
   The University gains an increasingly better educated work force with a larger part of the staff developing competence in a wider range of areas. It also would better compete for minority and female employees with other institutions where such a benefit already exists. This employee benefit can be offered at no cost to the system or taxpayers.

5. Could an academic staff member receive a degree solely by taking courses on a non-paying basis?
   Yes, if all of the courses needed for the degree had space remaining on the last day of the add period.

6. How many courses could an academic staff member register for on a tuition-free basis?
   There is no limit other than the staff member's ability to properly handle the load.

7. Can an academic staff member register for courses on a fee-paying basis in the same semester he/she enrolls in one or more courses on a non-paying basis?
   Yes if an academic staff member wants to be certain of getting into a specific course, he/she would need to enroll as a fee-paying student. However, this would not effect other courses for which he/she could qualify as a non-paying student.

8. Would academic staff exclude paying students from a course?
   No. Only courses with space remaining on the last day of the add period will be open on this basis. An academic staff member may not register in a course on a fee-paying basis in order to hold space in the class and then later change to a non-paying basis in that class.

9. Would academic staff enrollments add to the teaching burden of faculty?
   No. Departments set the enrollment limits for each course. Faculty members will have designated in advance the number of students appropriate for their classes.

10. What would be the application process?
    It would be identical to that of other students in the appropriate status (undergraduate, graduate, special). Academic staff members must meet regular admission standards, course standards, etc.

11. Who would pay the administrative costs?
    The administrative costs have been projected by Enrollment Services to be very small and would be paid by the academic staff member utilizing the service.

12. Could an academic staff member employed at UW-Milwaukee enroll in a class on a campus other than UWM?
    No, UWM employees can only enroll in courses on the UWM campus.