

**Survey Results on
Undergraduate Tuition
Benefits for Dependent
Children of Faculty and
Staff**

Faculty Salary and Welfare Committee

Auburn University Faculty Senate



SEC and Peer Comparisons



PennState.



BEST: 100% dependent tuition benefits

70% dependent tuition benefits

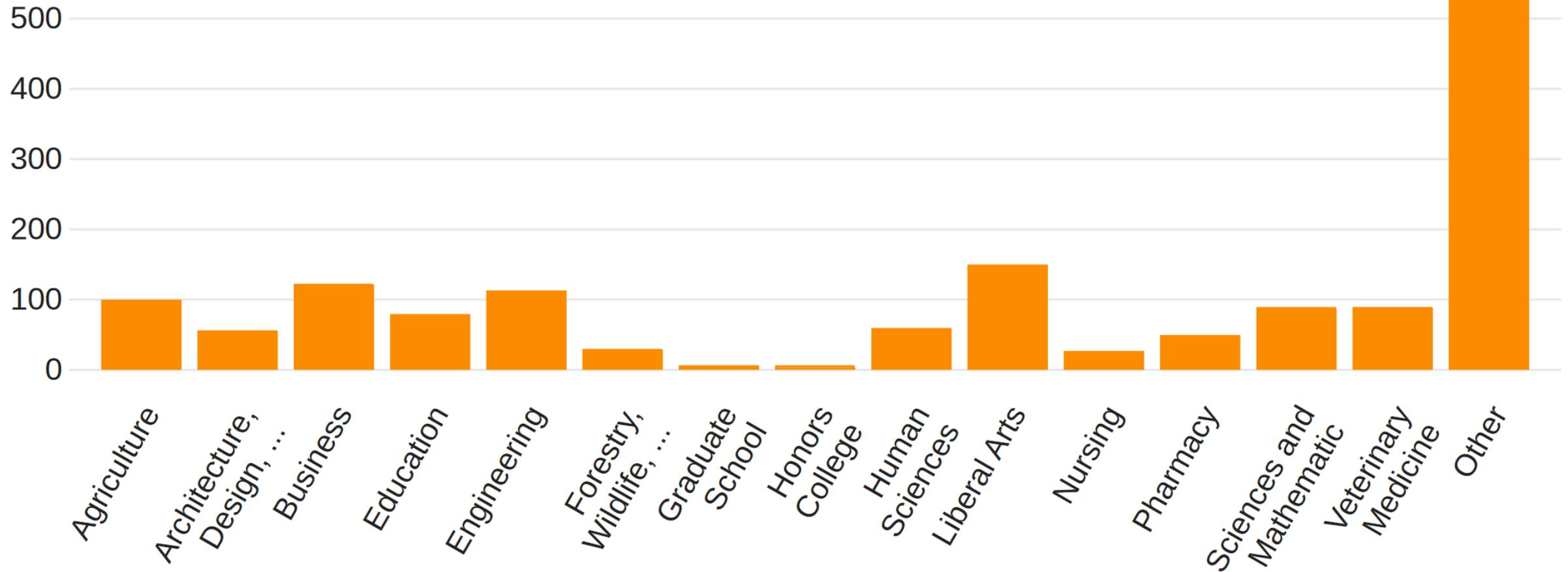
High: 100% dependent tuition benefits (with both partners employed)

Mid: 50% dependent tuition benefit and cannot combine

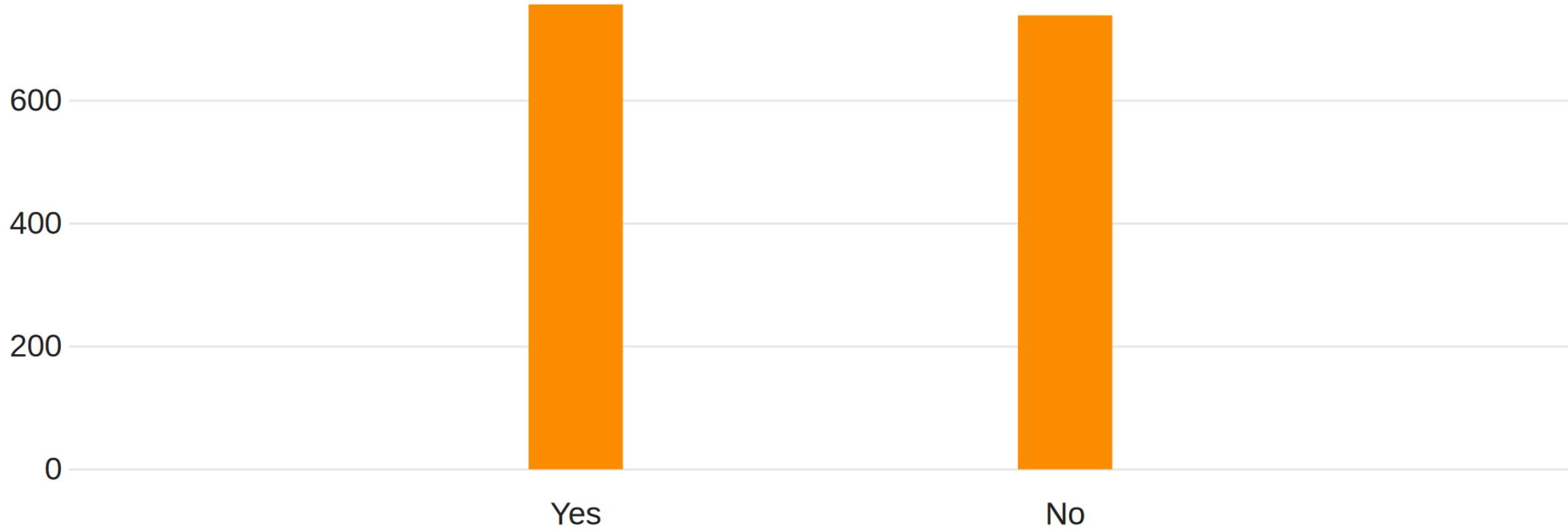
Low: no benefit

Survey Results (~1500 responses)

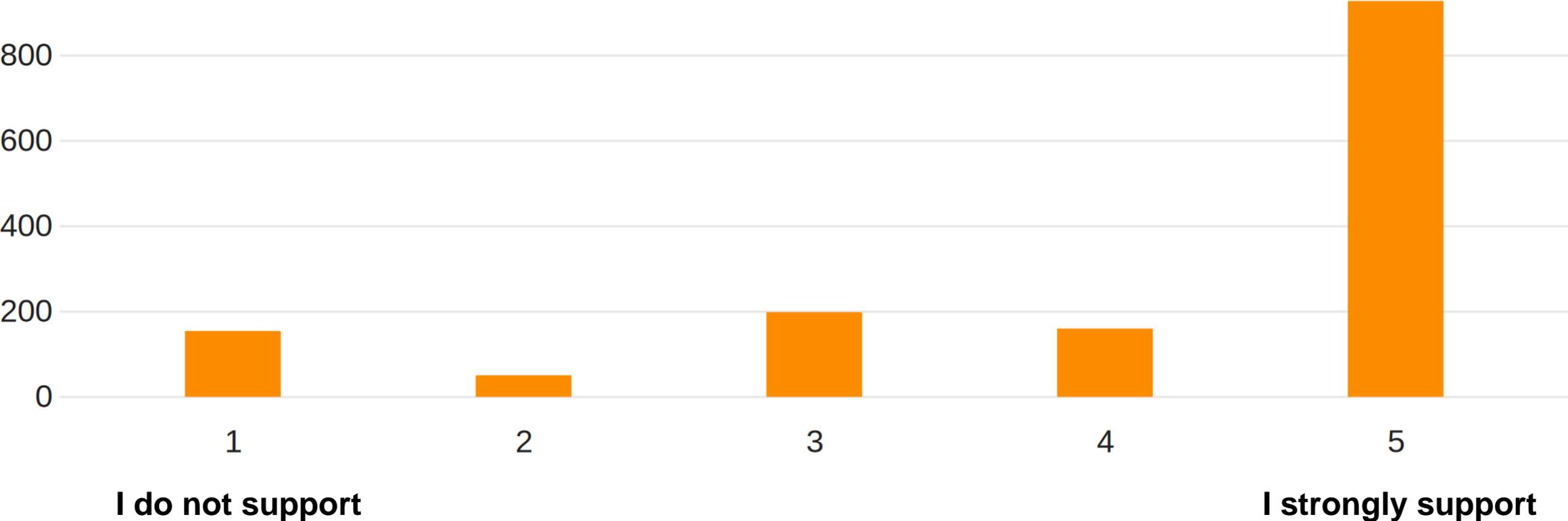
Q1 - Which department or college do you belong to:



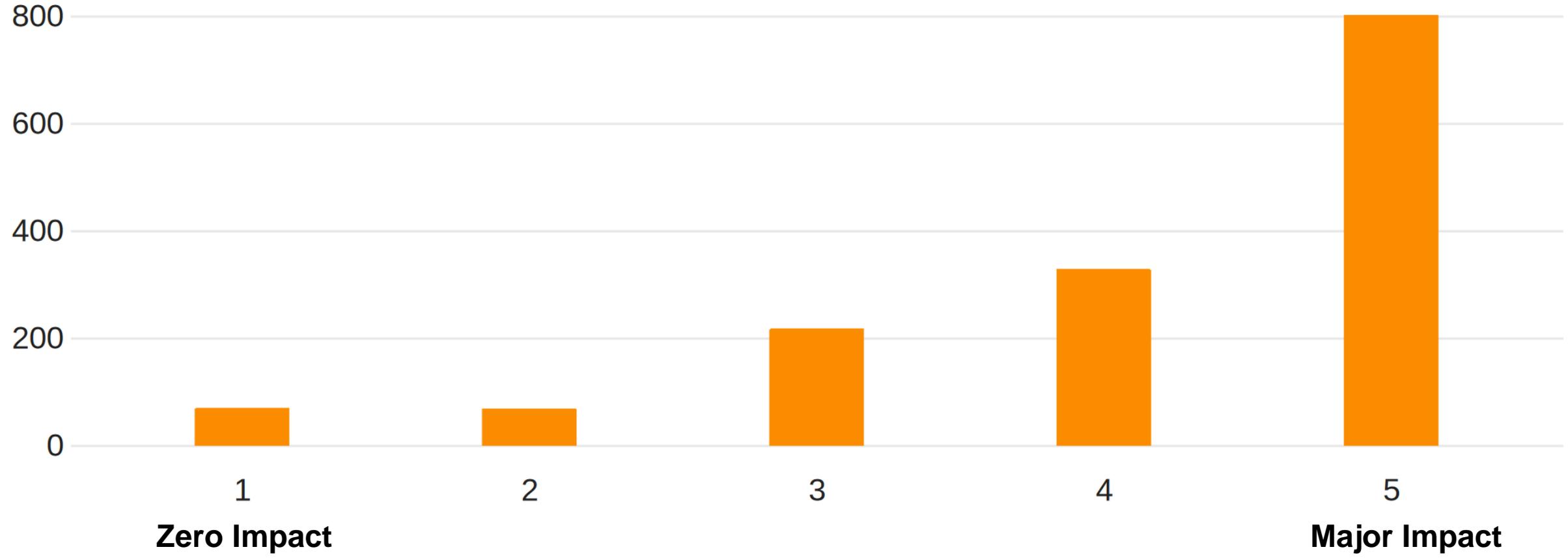
Q4 - Do you currently have children who are of university age or will be within the next 10 years?



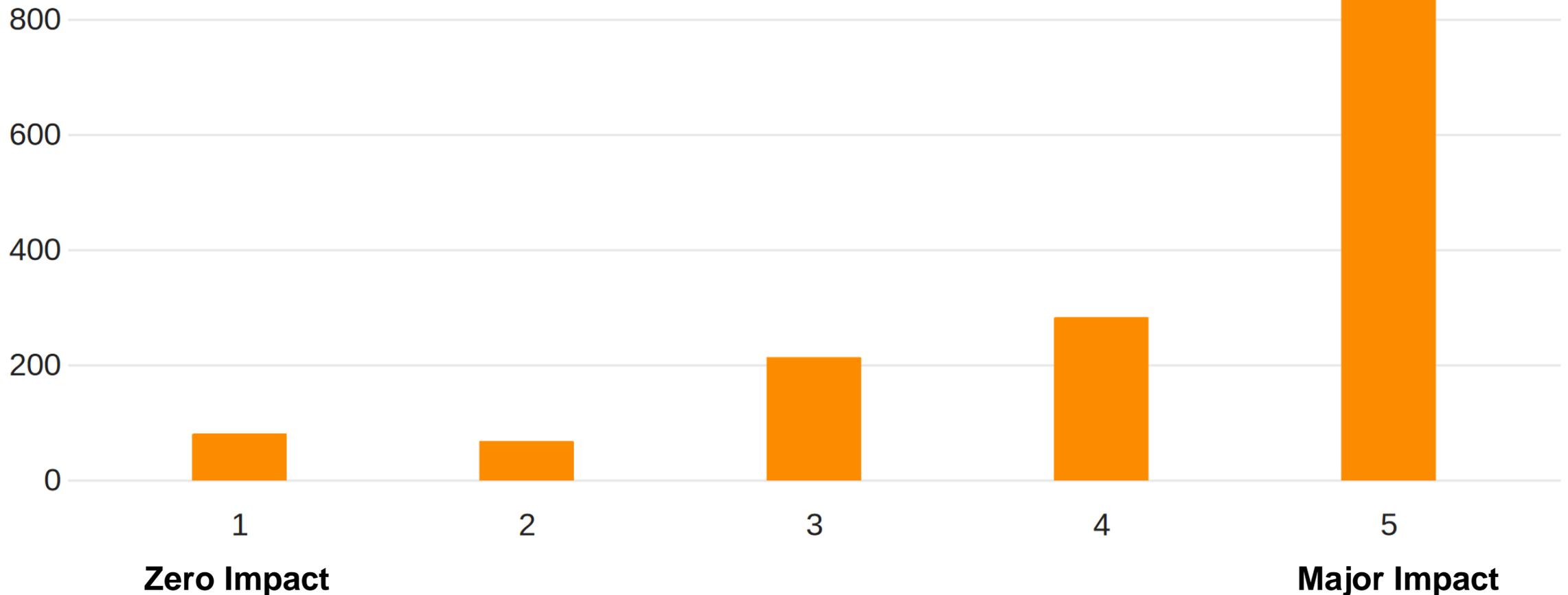
Q10 - Do you support the idea of asking the administration to provide full tuition for children of faculty and staff? Answer on a scale of 1-5, with 1 being “I do not support” and 5 being “I strongly support.”



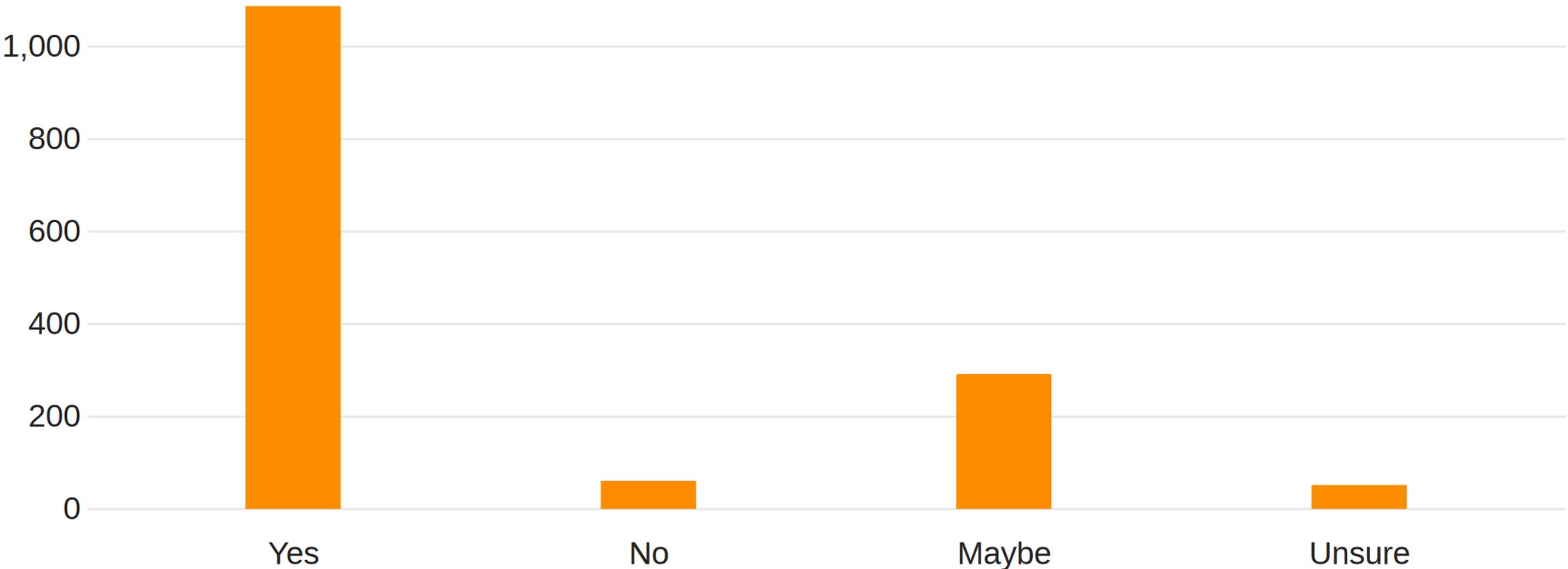
Q12 - To what extent do you believe that providing full tuition for children of faculty and staff would increase professional retention? Answer on a scale of 1-5, with 1 being “it would have zero impact” and 5 being “It would have a major impact.”



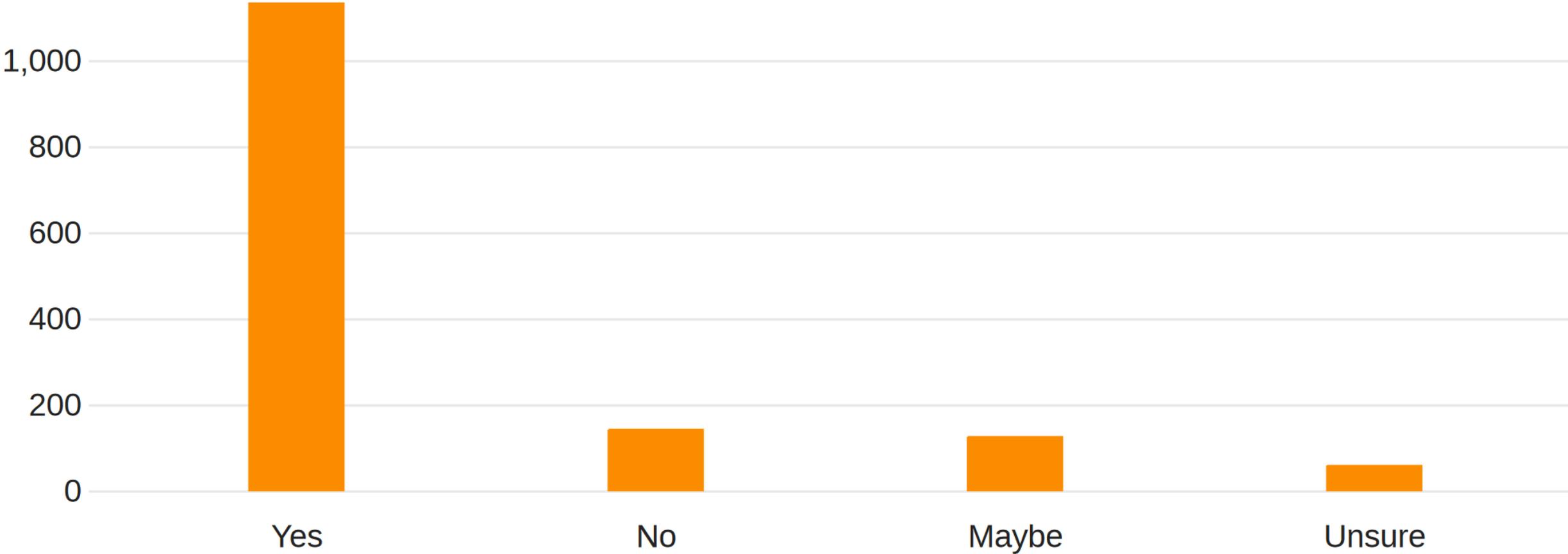
Q13 - To what extent do you believe that providing full tuition for children of faculty and staff would increase long-term investment and pride in our institution? Answer on a scale of 1-5, with 1 being “it would have zero impact” and 5 being “It would have a major impact.”



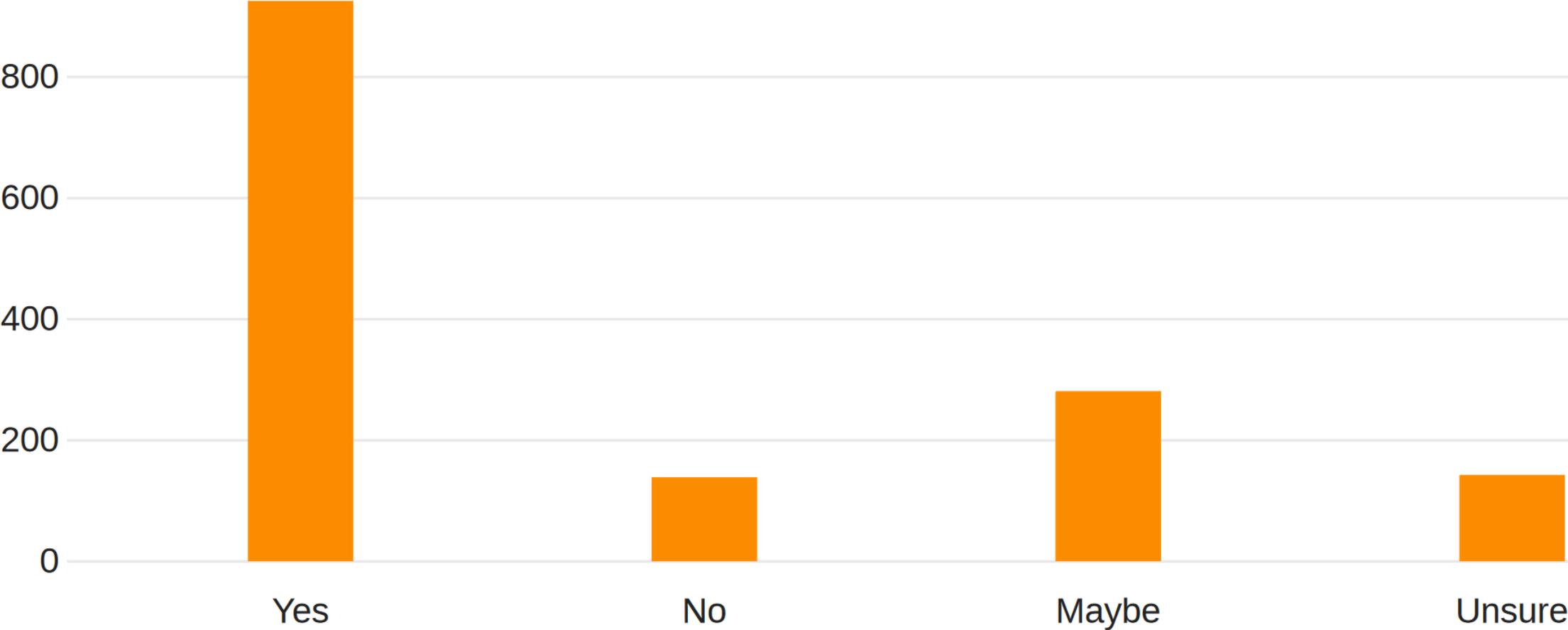
Q14 - Do you believe that this benefit would make the university more attractive to talented prospective job recruits?



Q16 - If provided full tuition benefits, would this cause you to be more likely to send your children to Auburn?



Q17 - Do you believe that the full tuition benefit would build and strengthen the university's alumni network?



Comments About Pros and Cons

- “This would be a great morale booster for faculty and staff who devote their lives to AU. It would also be a great recruitment/retention tool for faculty and staff.
- “If this can bring less of a financial burden for families working at the university, I am in full support.”
- “Tuition can take upwards to half of an employee's salary.”



- “This will not be a benefit that benefits everyone.”
- “What has to go in order to receive this benefit?”
- “University benefits are more than fair at 50%.”

Discussion of Pros and Cons

- **Loyalty** – The benefit encourages long-term investment in the institution and the Auburn family.
 - **Retention/Recruitment** – The benefit is highly attractive.
 - **Share the fruits of our labor** – This is the educational programming that we produce.
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- **Equity** – it does not benefit each employee equally.
- **Priority** – Is this the highest priority?
- **Zero Sum Game** – What needs to be cut to do this?

Motion to Request Full Tuition Undergraduate Benefits for Dependent Children of Faculty and Staff

Whereas, the faculty and staff of Auburn University are fundamental to the academic success and operational excellence of our institution; and

Whereas, the current benefits package offered to faculty and staff at Auburn University currently includes half tuition for dependent children; and

Whereas, many leading universities and colleges across the country provide full tuition benefits for the dependent children of their faculty and staff as part of their employment package, recognizing it as a valuable tool for attracting and retaining top talent, improving university alumni networks, and creating proper incentive structures that reward long-term investment in the institution; and

Whereas, offering full tuition undergraduate benefits for dependent children of faculty and staff can significantly enhance the well-being and financial security of our university community members, thereby fostering a more supportive and loyal workforce; and

Whereas, such a benefit would underscore Auburn University's long-term commitment to the "Auburn Family," and the principle that access to quality higher education should be within reach of those who directly produce this institution's programming;

Therefore, Be It Resolved, that the Senate of Auburn University hereby requests that the University President and the Board of Trustees consider and grant full tuition undergraduate benefits for the dependent children of faculty and staff.