

Answer Choices	Responses
Staff (full-time)	47.00% 47
Staff (part-time)	1.00% 1
Faculty (full-time)	40.00% 40
Faculty (part-time)	3.00% 3
Administration	4.00% 4
<u>Responses</u> Other (please specify)	5.00% 5
Total	100

Other Responses

Leave of absence

1/23/2017 12:59 PM [View respondent's answers](#)

Dean/Faculty

1/23/2017 12:32 PM [View respondent's answers](#)

I am faculty (part-time) and staff (part-time) as an Extension Agent

1/23/2017 10:21 AM [View respondent's answers](#)

Staff Full-Time WVSU R&D Corporation

1/18/2017 4:01 PM [View respondent's answers](#)

R&D corporation extension agent

1/18/2017 3:26 PM [View respondent's answers](#)

Do you favor a program that offers tuition-free enrollment for employees of WVSU and their dependents?

Answer Choices	Responses
Yes (for both employees AND dependents)	92.86% 91
Yes (employees ONLY)	5.10% 5
No	2.04% 2
Total	98

Who in your family would take advantage of this type of program? (check all that apply)

Answer Choices	Responses
- Self	59.57% 56
- Spouse	24.47% 23
- Dependants	54.26% 51
- <u>Responses</u> Other (please specify)	18.09% 17

Total Respondents: 94

Other Responses

my children already have college degrees

1/23/2017 12:22 PM [View respondent's answers](#)

None

1/23/2017 11:25 AM [View respondent's answers](#)

None

1/23/2017 10:49 AM [View respondent's answers](#)

Likely none in my family at this stage.

1/19/2017 5:09 PM [View respondent's answers](#)

nobody

1/19/2017 9:55 AM [View respondent's answers](#)

Grandchildren

1/19/2017 9:24 AM [View respondent's answers](#)

None at this point

1/19/2017 9:23 AM [View respondent's answers](#)

Grandchildren, if possible

1/19/2017 9:22 AM [View respondent's answers](#)

Nobody

1/18/2017 10:23 PM [View respondent's answers](#)

up to 4

1/18/2017 8:16 PM [View respondent's answers](#)

None

1/18/2017 8:06 PM [View respondent's answers](#)

None

1/18/2017 4:12 PM [View respondent's answers](#)

I have none who could take advantage of the program.

1/18/2017 4:11 PM [View respondent's answers](#)

Close relatives

1/18/2017 4:04 PM [View respondent's answers](#)

none

1/18/2017 3:45 PM [View respondent's answers](#)

My children already through college but we don't give raises and this is a benefit that faculty members should receive.

1/18/2017 3:39 PM [View respondent's answers](#)

Likely no one

1/18/2017 3:24 PM [View respondent's answers](#)

How many free tuition enrollments would you take advantage of and in what time-frame? (please indicate how many enrollments would start in the time frames listed)

Answer Choices	Average Number	Total Number	Responses
<u>Responses</u> within the next 1 - 3 years	2	128	80
<u>Responses</u> 3 - 5 years	2	63	39
<u>Responses</u> 5 - 8 years	1	31	33
<u>Responses</u> 8 - 10 years	1	16	26
<u>Responses</u> 10+ years	1	22	27

Should the program include both undergraduate and graduate programs?

Answer Choices	Responses
Yes	82.00% 82
No	18.00% 18
Total	100

	Agree strongly (this is a "must have")	Agree	Indifferent	Disagree	Disagree strongly (this would be a "deal breaker")	Total
Program only allows for 1 course free tuition	8.42% 8	14.74% 14	17.89% 17	42.11% 40	16.84% 16	95
Program specifies a specific grade point average should be maintained to benefit from free tuition	44.00% 44	42.00% 42	10.00% 10	4.00% 4	0.00% 0	100
	21.21% 21	34.34% 34	16.16% 16	23.23% 23	5.05% 5	99

	Agree strongly (this is a "must have")	Agree	Indifferent	Disagree	Disagree strongly (this would be a "deal breaker")	Total
Program is limited to ONLY full-time employees						
Program is limited to a specific number of dependents per employee	9.28% 9	31.96% 31	21.65% 21	26.80% 26	10.31% 10	97
Program is limited to a specific number of students enrolled at the same time	4.08% 4	24.49% 24	21.43% 21	33.67% 33	16.33% 16	98
Program limits number of terms free tuition is available (e. g. cannot exceed 10 terms for a 4-year undergraduate degree)	25.00% 25	42.00% 42	12.00% 12	14.00% 14	7.00% 7	100
Program allows for tuition waiver ONLY (all fees and expenditures (books) must be paid outside of program)	22.22% 22	42.42% 42	18.18% 18	15.15% 15	2.02% 2	99
Program only extends to immediate dependents (i.e. it only covers those whom the employee has a legal duty to support, such as a spouse and minor children).	34.69% 34	42.86% 42	7.14% 7	11.22% 11	4.08% 4	98
Program limits or excludes acceptance of any other	10.10% 10	14.14% 14	28.28% 28	45.45% 45	2.02% 2	99

	Agree strongly (this is a "must have")	Agree	Indifferent	Disagree	Disagree strongly (this would be a "deal breaker")	Total
WVSU grants or scholarships						
Program limits usage by length of employment (e.g. cannot enter program until 3 years of full- employment)	12.00% 12	40.00% 40	15.00% 15	24.00% 24	9.00% 9	100
Program allows for continuation If eligible parent dies after the child is admitted or enrolled (the child will be eligible until completion of the degree)	43.43% 43	44.44% 44	10.10% 10	2.02% 2	0.00% 0	99
Program is scaled by salary (e.g. employees making over \$100,000 must pay 50%)	21.21% 21	26.26% 26	21.21% 21	23.23% 23	8.08% 8	99
Program does NOT cover summer school sessions	8.00% 8	7.00% 7	27.00% 27	45.00% 45	13.00% 13	100

Comments:

Showing 4 responses

Program should include online courses and fees associated with those online courses.

1/19/2017 8:55 AM [View respondent's answers](#)

Apply to Online classes, as it stands right now the staff tuition waiver does not apply to online classes, rendering it basically useless to me.

1/18/2017 4:14 PM [View respondent's answers](#)

Student must maintain a specific GPA; student must pay full price for the course if they fail, prorated if they withdraw for anything other than medical or sponsor relocates.

1/18/2017 4:13 PM [View respondent's answers](#)

Tuition waiver should include online courses.

1/18/2017 4:01 PM [View respondent's answers](#)

Please leave any comments or suggestions you feel should be taken into consideration that may have been missed above.

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Showing **26** responses

In order for each employee to grow within their professional career, they must have the opportunity to grow within their place of employment. It is within the best interest of WVSU to offer tuition waivers for graduate school.

1/23/2017 4:02 PM [View respondent's answers](#)

Higher education is one of the unique benefits WVSU can provide it's employees. Making it more accessible to WVSU employees provides WVSU an opportunity to show they understand the value of education as it applies to the individual and their institution of employment. By way of example, WVSU shows prospective businesses that investing in the employment of a WVSU Graduate will benit their business in turn.

1/23/2017 12:57 PM [View respondent's answers](#)

I would even like a percentage of tuition and not full tuition to be paid for....

1/23/2017 12:32 PM [View respondent's answers](#)

Employees should be able to take advantage of online (and other type of learning environment) degrees. Employees should at least be able to take two -four classes a semester. Also, not all employees live near or in the same county where campus is located so accommodations regarding payment of fees, pick up of books, signing of papers should be made.

1/23/2017 12:22 PM [View respondent's answers](#)

As a committed employee, I feel like bringing this to the WVSU is not an option but a must. It would be a great addition that not only lets employees further their education, but lets employees know they work for a caring University. The courses are there for learning so why wouldn't we want OUR family to benefit. Limiting tuition waivers to only 1 course a term is as bad as not doing it at all. Let's go all the way and show committed employees that we are also committed in helping and expanding resources to all.

1/23/2017 11:14 AM [View respondent's answers](#)

I think the program would be an amazing opportunity to better our WVSU community!

1/23/2017 10:53 AM [View respondent's answers](#)

If You are a Full time Staff / employee That person and their household should be able to attend free. Undergrad or Grad. This would help motivate Employees to stay and encourage there household to come here.

1/20/2017 8:46 AM [View respondent's answers](#)

While my wife and I may not be likely to take advantage, it is important symbolically that WVSU has respect for its employees similar to that of other higher ed institutions.

1/19/2017 1:51 PM [View respondent's answers](#)

What is the time frame statement 1 is referring to? Is it one course per semester, year, or for the length of the program?

1/19/2017 9:46 AM [View respondent's answers](#)

Considering the age of our faculty, and the changes in family structure, I feel that grandchildren should be considered.

1/19/2017 9:22 AM [View respondent's answers](#)

If employees utilize this program, they may take classes during lunch hour if approved by immediate supervisor. Current tuition waiver policy states an employee cannot take a class during lunch hour and must submit annual leave time to do so during the regular work day. Ridiculous to think you can tell an employee how they can utilize their lunch hour.

1/19/2017 8:55 AM [View respondent's answers](#)

Structure of survey is skewed. Questions on dependents makes one choose an answer, which does not match your views on if dependents should not be included. Dependents would be great, but the budget cannot support that cost. Let's just work on employees.

1/19/2017 7:51 AM [View respondent's answers](#)

If the course needed to graduate is only offered in the summer session then the student would be forced to pay without tuition support. Is this only for students seeking a degree? It is possible that students might want enrichment courses that do not lead to a degree.

1/19/2017 7:26 AM [View respondent's answers](#)

Tuition free students should be dropped from a class if their enrollment displaces other students. This way the cost of enrolling the faculty member is zero. Students should not be permitted to take classes from their spouses, parents, etc.

1/18/2017 10:23 PM [View respondent's answers](#)

Would absolutely take advantage of this opportunity!

1/18/2017 4:50 PM [View respondent's answers](#)

If you look at the school web page, <http://www.wvstateu.edu/Admissions/Tuition.aspx> & <http://www.wvstateu.edu/getattachment/Current-Students/Cashier-s-Office/Sections/Payment-Information/CASHIER-OFFICE-Copy-of-FY17-Fee-Schedule.pdf.aspx?lang=en-US> a 3 credit course costs 861. That 861 includes tuition and fees, so, a student taking a course without external from the laundry list of fees is still being charged fees. This fall I took a 3 credit course with no fees and still had to come up with \$461 of fees Course should be 3 credits for staff, 3 for spouse, and kids should be 9 hours if the kid lives off campus and 12 if you live on campus. Summer should be included only if 12 paying customers are in the class. There should be an audit option, there are several accounting, computer, and biology/chemistry classes I would like to take that would help me professionally The course has to help everyone pay grade 16 or less. Lower level classified staff are making under 35K on this campus and need the help When I first got here, numerous VP and upper staff kids went to school and they had work ships, work study, waivers, etc.. Concord U has a policy in place - we should contact them...

1/18/2017 4:14 PM [View respondent's answers](#)

The state of Massachusetts had a merit scholarship available to students of faculty and staff that had score on the SAT above a certain level and were enrolled full time at a state college or university. It incentivizes keeping the best and brightest within the state in a cost effective manner, as does the Promise scholarship (and those parameters would also be appropriate for continuation of any awarded scholarship).

1/18/2017 4:13 PM [View respondent's answers](#)

This is a good idea. I think it would be GREAT if it could cover adjuncts as well, but I understand that the cost might be prohibitive.

1/18/2017 4:11 PM [View respondent's answers](#)

I would like to be able to apply the tuition waiver or assistance to a graduate program that WVSU does not offer.

1/18/2017 4:00 PM [View respondent's answers](#)

should not exclude online courses offered through WVSU and not Learning House

1/18/2017 3:51 PM [View respondent's answers](#)

I feel that this may be the only way some employees may be able to further their education including myself. Will be very thankful for any assistance it will provide.

1/18/2017 3:49 PM [View respondent's answers](#)

Why wouldn't you want to offer free tuition for full-time faculty as the rest of the world is and their salary scale is larger.

1/18/2017 3:39 PM [View respondent's answers](#)

At a former institution, we had access to 8 credit hours a semester and 4 in summer as full-time employees. After doing an analysis of position class movement, course taking, and length of time at institution, we found the benefit out weighed the cost to the university. You were able to use this benefit within the first 30 days of employment. Part-time could, but had less hours they could use. The number of employees earning advanced degrees was surprising over a five year period. We have a need for our employees to be better educated. It also sets a good example for our students. Employees come to appreciate the new challenges too and expand their abilities. In a state where people are struggling to live, this almost seems like a win-win and a great incentive for employees. I generally look for this in a job and was a bit surprised that we did not have this at the time I arrived.

1/18/2017 3:36 PM [View respondent's answers](#)

Dependents should be included on this since most faculty already have a terminal degree and would not be enrolling in undergraduate courses. Our kids are the ones who need the help.

1/18/2017 3:29 PM [View respondent's answers](#)

Furthering the education of employees is an essential aspect of moving towards a positive workplace. It should also be noted that full-time employees are not likely to be able to take full-time courseload unless more evening classes are offered. Additionally, fully online programs should be included in this and treated equally to on-campus programs.

1/18/2017 3:27 PM [View respondent's answers](#)

I'm a full time staff member and would definitely take advantage of a graduate program with intent to advance career options here at WVSU.

1/18/2017 3:26 PM [View respondent's answers](#)