

MEMORANDUM OF UNDERSTANDING
BETWEEN
FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
AND
THE UNITED FACULTY OF FLORIDA - FACULTY UNIT
Pilot Tuition Scholarship Program for Dependents

WHEREAS, the Florida State University Board of Trustees (hereinafter "Board") and the United Faculty of Florida for the Faculty Unit (hereinafter "UFF") seek to continue to improve faculty retention and recruitment and to strive to join the top-25 universities; and

WHEREAS, the Board and the UFF recognize that offering a tuition scholarship program to the dependents of qualifying faculty members is one element that can contribute to achieving these goals; and

WHEREAS, the Board and the UFF wish to provide a second-year pilot program of the Tuition Scholarship Program for Dependents to continue to assess its long-term feasibility.

NOW, THEREFORE, the Board and the UFF understand and agree to the following:

1. A second-year pilot program, for the 2019-2020 academic year, to offer undergraduate tuition scholarship benefits to dependent children of Florida State University faculty members.
 - a. As a part of the tuition scholarship program for dependents, the University will choose at random from a pool of eligible applicants, dependent children of qualifying University faculty to participate in the program during the 2019-2020 academic year and will provide up to ~~\$5010060~~,000 in total tuition scholarship benefits for the program. Additional tuition scholarship benefits will not be distributed in excess of the specified limit, regardless of a dependent child's eligibility.
 - b. Faculty members who have completed one year of continuous service by August 7, 2019 and who are full-time faculty members, including faculty members on sabbaticals or on professional development or grants-in-aid leave, are qualifying faculty members whose dependent is eligible for the Tuition Scholarship Program for Dependents that will provide a scholarship to cover the costs of tuition for up to six (6) credit hours of undergraduate instruction per term (Fall and Spring).
 - c. For purposes of this program, a "dependent" is any natural, adopted, or stepchild of the faculty member, or any other child for whom the faculty member is a legal guardian, under the age of twenty-five (25) as of the first day of classes for the semester. Also considered a dependent for purposes of this program are children over age 25 who are natural, adopted, or step children or any other child for whom the faculty member is a legal guardian as long as the faculty member's federal tax return indicates the child is a dependent or as long as the faculty member pays 50% of that child's support, as defined by the Internal Revenue Code. Special circumstances that suggest consideration of a case not fitting the above definition of "dependent" should be presented to the Director of Human Resources.
 - d. For each dependent child selected, the University will pay \$630.42 per semester (the cost of six undergraduate credit hours) towards the cost of tuition for Fall and Spring of the 2019-2020 academic year.

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- e. A dependent child must meet the admission standards of Florida State University, must be admitted to Florida State and must be degree seeking in order to qualify for the tuition scholarship.
 - f. Continuation of the tuition scholarship is contingent upon remaining in good academic standing as defined by the University registrar.
 - g. A dependent child loses their eligibility if a Student Code of Conduct violation results in their expulsion, suspension, expulsion from residence halls, or involuntary withdrawal.
 - h. An undergraduate dependent must take at least 15 credit hours per term, including the scholarship program hours. In the event the 15-hour requirement is unreasonable or unnecessary, the scholarship recipient can petition the academic dean or equivalent in their college/school for an "underload," and if approved, the scholarship will remain available to the recipient. ~~In no circumstances will the scholarship be provided if the student is enrolled in less than 12 hours per term.~~
2. At the conclusion of the second-year pilot program, the Board and the UFF will evaluate the Tuition Scholarship Program for Dependents pilot to assess its sustainability. Both the Board and the UFF must agree to continue the program past the second-year pilot, and without agreement of both parties, the Tuition Scholarship Program for Dependents will automatically sunset.

For the Board:

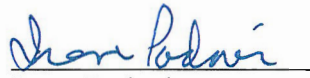
For the UFF:



Renisha Gibbs



Michael Mattimore



Irene Padavic



Scott Hannahs

7/31/19

Date

July 31, 2019

Date

July 31, 2019

Date

7/31/2019

Date