

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

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 maintain the status as a top-20 public university; and

WHEREAS, the Board and the UFF recognize that offering a tuition scholarship program to the dependents and spouses 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 third-year pilot program of the Tuition Scholarship Program for Dependents and Spouses to continue to assess its long-term feasibility.

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

1. A ~~third~~fourth-year pilot program, for the ~~2020-2021~~2021-2022 academic year, to offer undergraduate and graduate tuition scholarship benefits to the spouse and/or dependent children of Florida State University faculty members.
 - a. As a part of the tuition scholarship program for dependents and spouses, the University will choose at random from a pool of eligible applicants, dependent children and spouses of qualifying University faculty to participate in the program during the ~~2020-2021~~2021-2022 academic year and will provide up to ~~\$60,000- 90,000~~75,000 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 or spouse's eligibility. At the time of application, faculty seeking more than one scholarship should indicate whether the first dependent/spouse is pursuing undergraduate or graduate hours. Additional scholarships will be allocated if the pool has not been depleted. If the pool is depleted, there will be no additional scholarships beyond one per faculty member.
 - b. Faculty members who have completed one year of continuous service by August 7, ~~2020-2021~~ 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 or spouse is eligible for the Tuition Scholarship Program for Dependents and Spouses, which provides a scholarship to cover the costs of tuition for up to six (6) credit hours of undergraduate or graduate 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 Chief Human Resources Officer.

- d. For purposes of this program, “spouse” refers to a faculty member’s legally-recognized marriage partner.
 - e. For each dependent child or spouse selected, the University will pay \$630.42 per semester (the cost of six undergraduate credit hours) or \$2,421.06 (the cost of six graduate credit hours) towards the cost of tuition for Fall and Spring of the ~~2020-2021~~2021-2022 academic year.
 - f. A dependent child or spouse 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.
 - g. The scholarship is limited to academic courses, and the following are ineligible: Remedial math (i.e. MAT1033); Applied music; Graduate courses in the College of Medicine and College of Law; Physical Education Activity courses; Dissertation, thesis, directed individual study (DIS), internship, supervised research, supervised teaching, exam, portfolio, or other one-on-one courses; audited courses; Center for Academic and Professional Development courses; and all non-state funded courses or sections (including distance learning courses funded solely by student tuition and fees).
 - h. Continuation of the tuition scholarship is contingent upon remaining in good academic standing as defined by the University registrar.
 - i. A dependent child or spouse loses their eligibility if a Student Code of Conduct violation results in their expulsion, suspension, expulsion from residence halls, or involuntary withdrawal.
 - j. An undergraduate dependent or spouse 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.
 - k. A graduate dependent or spouse must take at least 9 credit hours per term, including the scholarship program hours. In the event the 9-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.
 - l. A graduate dependent or spouse is ineligible for the scholarship if currently employed on a graduate assistantship and receiving a full tuition waiver. ~~For students on partial waivers, the scholarship will be decreased by the amount of their waiver.~~
2. At the conclusion of the third-year pilot program, the Board and the UFF will evaluate the Tuition Scholarship Program for Dependents and Spouses pilot to assess its sustainability. Both the Board and the UFF must agree to continue the program past the third-year pilot, and without agreement of both parties, the Tuition Scholarship Program for Dependents and Spouses will automatically sunset.

For the Board:

For the UFF:

Renisha Gibbs

Michael Mattimore

Irene Padavic

Scott Hannahs

Date

Date

Date

Date