

MISSISSIPPI STATE UNIVERSITY
DEPARTMENT OF HUMAN RESOURCES MANAGEMENT
TUITION REMISSION - EMPLOYEES
POLICY

Mississippi State University provides a Tuition Remission Program which enables eligible employees to enroll in courses of study at the University in order to enhance personal and professional development. The Tuition Remission Program does not include laboratory fees, course materials, or housing fees. Also excluded are general extension and independent study courses (correspondence courses), College of Veterinary Medicine tuition for the Doctor of Veterinary Medicine degree and all self-supported institutional activities (e.g. short courses, workshops, institutes, and independent study courses or non-credit courses taught by Continuing Education). Employees taking distance education courses will be charged the instructional support fee on a per credit hour basis on all distance courses but no Distance Fees will be assessed for those courses covered by tuition remission.

PROCEDURE

1. Eligibility

A. Employees

Regular benefits eligible employees (50% time or greater and whose positions are expected to be active for more than four and one-half months) are eligible to have tuition remitted for up to six (6) undergraduate or graduate credit hours per semester (fall, spring, or *summer) with a maximum of eighteen (18) credit hours per calendar year. Employees are responsible for certain required fees. Employees are eligible for this benefit on the first day of their regular employment provided the employment began on or before the last day to add courses. Employees who are adjunct or temporary status are not eligible for the Tuition Remission Program.

*[*Summer Session I and Summer Session II are combined for the purpose of administering tuition remission and count as one semester (6 hours total can be taken)]*

B. Retirees

Retired employees, who were eligible for the Tuition Remission Program at the time of their retirement, may continue to be eligible under the same terms and fee schedule as regular employees. The term retirees shall mean employees who have attained official retirement status from the University.

C. Senior Citizen Tuition Waivers

Mississippi State University provides a Senior Citizen Tuition Waiver Program for Mississippi residents (see [OP 91.179](#)).

D. Leave of Absence

Regular benefits eligible employees on an approved leave of absence may continue to be eligible for the Tuition Remission Program for the duration of the approved absence.

2. General

A. Under this policy, the University will remit tuition for no more than six (6) credit hours per semester (fall, spring or *summer).

[*Summer Session I and Summer Session II are combined for the purpose of administering tuition remission and count as one semester (6 hours total can be taken)]

B. Employees may enroll for one course during their normal working day with the prior approval of the responsible department/unit head provided the time lost from work (including travel to and from class) is made up during the same work week, or, compensated for by the use of accrued personal leave or earned compensatory time off. Additional courses must be taken during non-work hours.

C. In order to receive tuition remission, employees must gain admission/readmission to the University and complete the Application for Tuition Remission - Employee form. The application must be completed and forwarded to the Office of the Controller and Treasurer prior to the deadline for payment each semester.

D. Employees who are denied approval to take a course provided by the Tuition Remission Program may request a review of the decision, in writing, to the responsible administrator. The administrator must provide a written explanation to the employees. If employees are not satisfied with the written explanation, they may request a review of the decision through administrative channels to the appropriate vice president. The review process must be initiated ten (10) days prior to registration for the course and completed prior to the deadline for payment.

E. Credit hours taken in excess of the limits specified in this policy shall be paid for by employees at the actual tuition for those hours.

REVIEW

The [Director of Human Resources Management](#) is responsible for review of this policy as needed but no less frequently than 4 years.

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HRM 60-225

Recommended by:

/s/ Judy Spencer
Director of Human Resources Management

11/08/12
Date

/s/ Jerome A. Gilbert
Provost and Executive Vice President

11/13/12
Date

Reviewed by:

/s/ Lesia Ervin
Director of Internal Audit

11/16/12
Date

/s/ Joan L. Lucas
General Counsel

11/16/12
Date

APPROVED:

/s/ Mark Keenum
President

11/29/12
Date