

Staff Assembly Educational Benefits Survey

Please take a moment to express any thoughts you may have regarding the three education benefits presented in this survey

Answer Options	Response Count
	508
<i>answered question</i>	508
<i>skipped question</i>	558

Number	Response Date	Response Text
1	03/24/2008 14:33:00	I think this is a nice idea. I can't use it because my children are grown but it would have been great when they were in college.
2	03/24/2008 14:39:00	In order to be competitive and turn out competitive global students, faculty and staff should be afforded every available opportunity for advancement academically for the better of the UNC System and the state. This usually does not occur now with the empl
3	03/31/2008 20:38:00	I think it is an excellent idea to especially help SPA staff and family members get their degree.
4	04/04/2008 13:51:00	This questionnaire is very slanted. I don't want a MATCH program. I want tuition waivers for my children based on their being my dependents and academic achievement. The only way I can fill out this survey is to pick one of the answers YOU have provide
5	04/04/2008 14:54:00	This is a wonderful Idea. I do not have any family that could take part in it.. but for other staff, it would be great.
6	04/04/2008 15:58:00	I think more effort (such as the scholarship) should be given to provide tuition assistance for employees that fall below a certain pay scale. I'd like to see the food service workers, housekeeping staff, and similar low wage workers have a better oppo
7	04/04/2008 16:29:00	Spouses and children should absolutely be given a discount to make use of University services and attend classes.
8	04/04/2008 17:03:00	Need to do something to make UNC system more competitive and attractive to prospective employees. Current benefits package is not attractive - we lose candidates because of it.

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10	04/07/2008 19:31:00	This benfit could help with recruiting and retention of quality employees. Our current benefits package is not competitive. A tuition discount & waiver could make the difference in a candidates's decision to come to NC State. This will be more critica
11	04/08/2008 06:22:00	Your question about the percent of the cost of the match funds was written in a way that was hard to interpret. I still don't understand it, whether the 10% was "10% OFF the usual cost of the tuition" or "pay only 10% of the usual cost of the tuition".
12	04/08/2008 14:37:00	The State needs to offer a competitive tuition benefit package because the other benefits are paltry.
13	04/08/2008 13:58:00	I have a one year old daughter, it would be great if she could go to NCSU for a significant discount. I'm all for any program that helps me pay for my daughters education!
14	04/08/2008 14:16:00	Please pass this! ☒ ☒ Many institutions offer better tuition programs than NC State. I LOVE my job ... but have considered interviewing at Duke BECAUSE of their tuition reimbursement program. It is a very important employee retention strategy.
15	04/08/2008 14:37:00	I feel strongly that dependents receive the benefit of discounted tuition because our salaries are lower than the private sector and it would help off-set some of the expenses. It should be at the employees discretion on how to pay for the tuition to all
16	04/08/2008 13:37:00	THANK YOU for recognizing this as a valuable way to:a) educate current employees & their families and b) retain employees and help them see the UNC schools as a valuable place to work.
17	04/08/2008 13:52:00	I think that it is so important for employees and their dependents to be able to get a tuition "break". Our universities cannot be competitive with industry salaries, but a tuition waiver and/or discount would be a "perk" that could certainly help to recr
18	04/08/2008 14:03:00	There are not enough benefits to attract great employees to NC State, this is a great way of preventing brain drain and retaining employees.

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19	04/08/2008 15:18:00	I think the scholarship would be a good idea, but I think it should be funded by the university system. Adding additional students would not cost the colleges anything - it would just force them to allow an extra student or two. The scholarship program
20	04/08/2008 16:25:00	Allowing other family members to use our 9 credits of tuition waive is a start, but stillis not competitive with what the private colleges do - full tuition costs waived at any cooperating institution.
21	04/08/2008 15:40:00	The question was posed as to my usage of tuition from 1-4 years. From 1997 to 2005 I used this benefit to the maximum and finally got my Ed.D. I think it would be great to expand it for employees as well as for their family members (I have a particular se
22	04/08/2008 15:53:00	If we are going to offer the MATCH program, it is only fair that the UNC system partially reimburse costs of our dependents attending other schools outside of UNC (on the same \$\$\$ basis).
23	04/08/2008 16:17:00	Overall I think this is a great proposal. If implemented, I believe it would impact our families positively
24	04/08/2008 17:58:00	I really think providing tuition credits to spouses and families will be an attractive benefit in recruiting new employees.
25	04/08/2008 18:33:00	This idea would make an excellent recruiting tool for faculty and staff to the University and would bring us to the level of many other state institutions (as well as the private institutions that compete for faculty and staff within the regions where our
26	04/08/2008 19:52:00	I think the Ed benefits are a great idea. It not only promotes continued learning for employees, but if dependent benefits are instated, it would expand their opportunities as well. I also am for a higher discount on credits over 9 hours for employees/dep
27	04/08/2008 22:18:00	The benefit should be allowed for any degree (ie Graduate Degrees) not just an undergraduate degree. I think the higher the discount the better, this would make the UNC system more competitive with other state systems when recruiting. As I start to have a
28	04/09/2008 13:19:00	I think it is a wonderful idea. I actually think it stinks that we as State employees have had no benefits for our family members and this is a move in the right direction.

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29	04/09/2008 12:23:00	Providing financial help for dependents to attend one of the member Universities would be a great retention incentive for employees.
30	04/09/2008 13:42:00	I think this is long overdue! I've worked for 4 universities in my career--3 state-supported and 1 private--and all had tuition benefits for dependents except this one. My husband works for yet another local university, and they are providing generous tui
31	04/09/2008 14:51:00	I highly applaud this initiative! This alone would cause me to remain loyal to NCSU and stay in my job for the rest of my working life. Thank you!!!
32	04/09/2008 15:00:00	This is a great idea.
33	04/09/2008 15:01:00	I am very interested in these benefits. I think it is a great way to get and keep high quality staff.
34	04/09/2008 16:00:00	Please provide the same waiver to part-time employees.
35	04/09/2008 16:13:00	It is very important for the retention of faculty and staff to provide some kind of tuition benefit to their dependents.
36	04/09/2008 18:24:00	Other institutions around the country offer tuition waiver for spouses and children and I think this is a wonderful benefit that is needed and important to families. This is wonderful, thank you!
37	04/09/2008 19:15:00	There should be a benefit to 4 year degree seeking dependents accepted and enrolled in a program.
38	04/09/2008 20:34:00	I fully support these benefits and think it would be worthwhile.
39	04/10/2008 15:45:00	I am actually of 2 minds about whether such a program should apply only to spouse/partner or to children as well.
40	04/10/2008 17:45:00	I am a full time employee working toward a 48 credit hour masters and love the 3 free classes a year. But in order to finish my program in a timely fashion I must take more than 3 classes a year, thus having my course load over this amount at a discount
41	04/10/2008 20:44:00	Tuition help for dependent children would definitely help keep me at NCSU. Right now, industry pays much better and has better benefits.
42	04/10/2008 20:45:00	Some UNC institutions offer free or drastically reduced tuition. I believe we should mirror a similar program,
43	04/10/2008 21:30:00	Staff tuition waiver should include Community Colleges within the UNC System.

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44	04/11/2008 12:52:00	I think that dependents and spouses of UNC employees if they are full time registered students, should be able to have all of their courses at a reduced rate. Since the state salary is not competitive with private salaries, this would help compensate for
45	04/14/2008 13:02:00	I am single, so would like to have this benefit for my sister or her children - my niece and nephew. They are only 7 & 12 but could benefit from it later. I would certainly be willing to contribute to the fund now.
46	04/14/2008 19:47:00	I moved here from GA. I earned my Master's Degree without having to pay any tuition. There was no limit on the number of hours an employee could take per year. I was surprised to see that there was a limit on the number of hours in the UNC system. I d
47	04/15/2008 13:41:00	Allowing our family members to use our tuition credit is a great incentive for me to stay in the UNC system.
48	04/15/2008 14:27:00	No comment.
49	04/15/2008 14:34:00	It would be a good incentive for parents since the cost of tuition goes up every year.
50	04/15/2008 14:52:00	I have been working for in NC university and college education for 18 years and still do not make enough to help pay for my kids college - I wish there was some way the state could benefit its employees in this way!!
51	04/15/2008 16:59:00	I would like to use my benefit for my family members and pay the match in full when it is used. I would not want to support a scholarship for an individual that I am unable to select as the recipient.
52	04/16/2008 20:11:00	If this passes, it will likely have tax consequences for the employee. I think it's important that this be explained so people won't think it's free.
53	04/18/2008 21:08:00	There are many universities around the country already offering tuition discounts to spouses and dependents of university employees. The last two universities I worked for, one in Georgia and one Michigan, offered such programs. A tuition discount is one
54	04/21/2008 03:30:00	I believe that providing a tuition benefit that extends to family has great merit. It will be an incentive for many employees who would weigh it against the substantial tuition benefit offered by Duke, for instance. I am strongly in favor of a tuition b

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55	04/21/2008 12:13:00	This would be a great benefit for all University employees. As a nonteaching EPA employee, I only qualify for the teachers retirement system. This would certainly help offset that limitation.
56	04/23/2008 21:02:00	I've heard of other states providing such programs for their university employees and have thought about how wonderful that must be for them. The financial stress of putting two children through college shortly before retirement would certainly be lessened.
57	04/24/2008 13:20:00	This program will be very helpful, especially since tuition is rising. If anyone deserves a discount, it would be the employees who work hard for that University.
58	04/24/2008 15:45:00	I think they are very attractive and fit in nicely with the benefit package.
59	04/24/2008 15:58:00	Many states allow dependent children of state employees to attend state sponsored universities tuition free or at a reduced rate. I think helping state employee children attend college is a fringe benefit like insurance. Sounds like a good perk.
60	04/25/2008 00:07:00	I think this program is long over due and would truly benefit employees
61	04/25/2008 12:34:00	The idea of being able to provide some benefit for spouse and/or children to attend a UNC school at a discounted rate is very appealing. I know of some private schools that allow employees' children to attend that college tuition free and it is a big incentive.
62	04/26/2008 03:10:00	I completed my MEd part time for 7 years because we could only use one a semester not during summer school. Our son has just graduated so our family could not benefit but it is a superb idea for the UNC system to support this opportunity. I think it should.
63	04/29/2008 15:33:00	I think the tuition waiver is a great benefit. I intend to use this to obtain a Masters and PhD degree. A matching program is a very good idea. I would support the contribution to the scholarship fund, but like it the least of the three benefits.
64	04/30/2008 20:59:00	Obviously, as an employee who might benefit from the tuition waiver for dependents, I would like the benefit to be as great as possible. However, I would appreciate whatever the Assembly is able to afford. I did not fully understand the pre-pay option

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65	05/01/2008 12:38:00	I am very grateful for the tuition waiver program. The courses I have taken have added to my understanding of my field of study and contributed to the level of service I am able to provide to my clientele.
66	05/27/2008 15:56:00	I think education should be free for employees and dependents of the unc system.
67	05/27/2008 16:01:00	Don't ask the General Assembly for a complete waiver, even for 9 hours. Instead, let's start with a request for a 50% reduction in tuition & fees. That is much easier to sell the legislators and GA, in my view.
68	05/27/2008 16:13:00	This is a great idea. Many other state systems allow their employee to go to school without capping the number of credit hours that they take in an academic year. Additionally, they allow dependents and spouses to attend to earn one degree free of charge
69	05/27/2008 17:17:00	I would be very skeptical of a scholarship program depending on how it was designed for selection. If you look at many other states tuition incentives are offered to family members- this is a must!
70	05/27/2008 17:27:00	Making higher education affordable should begin with the faculty, staff and their immediate family. This will also help to attract and retain loyal and educated employees.
71	05/27/2008 17:38:00	I think that the tuition waiver program is a good idea and so is the rest of the program. We have not had any breaks, or freebie from the system since I started working here over twenty year ago, so whatever they want to give to employees, tuition waiver,
72	05/27/2008 17:44:00	I am in strong favor for the tuition waiver and MATCH program.
73	05/27/2008 18:31:00	Many of us work in the UNC system and can not afford to send our children to school here. Do you know how that feels? Remember, career staff people love this University just as much as tenured faculty, alums, or students. ☒ I'd like for the University t
74	05/27/2008 17:55:00	Many other states have a similar program already in place. I think UNC and North Carolina would benefit from this.
75	05/27/2008 18:08:00	Currently, with the rising cost of everything going up and our salaries not along with getting paid once a month and single, I'm barely able to make ends meet. However, I have a son who I would love for him to attend one of the universities in our area,

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76	05/27/2008 18:17:00	I do not have any children yet, but I intend to in the future. I think that this benefit would be important for my job satisfaction and retention at a time when I do have children.
77	05/27/2008 18:22:00	Not sure this was a fully effective survey, as I felt I lacked sufficient information to be able to answer all questions.
78	05/27/2008 18:32:00	I think the Match program would be most fair to all employees. Any relief is greatly needed! I would be willing to contribute or help on a package that included all three options!
79	05/27/2008 18:32:00	I think ant programs should be tied to a standard of excellence when once reached tuition should be free or paid for by state lottery funds. ☐ Design a game specifically for that purpose and ask the public to support it. I think they would.
80	05/27/2008 18:31:00	I am massively in favor of the tuition waiver, MATCH, and scholarship programs. I am to the point of looking for employment in other university systems, ones that provide a tuition waiver for dependents.
81	05/27/2008 18:36:00	I think they are good ideas. I do wonder if the three or two or more can be combined to help pay for educational expenses.
82	05/27/2008 18:41:00	I believe that it is realistic that all three are needed and will be utilized by the employees. I think it is a wonderful plan that should be set in motion ASAP. I also believe a plan should be set up so that like the requirement the state implemented w
83	05/27/2008 18:59:00	NCCU Law school's admnission policies for NCCU staff are extremely too restrictive and no one, including the Dean can explain why this is so. They are archaic, locked into using only the LSAT score as a guage for Law School success and the school is and
84	05/27/2008 19:12:00	Many of the staff throughout the entire system do not make enough money to send their own children to the institutions where they work. It seems to me that some kind of reduction in tuition is the least we can do to ensure the education of succeeding gen
85	05/27/2008 19:29:00	Spouse and partners should not be provided tuition waiver benefits. It should be offered to dependent children only.

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86	05/27/2008 19:31:00	Thank you for considering this serious topic. We are a great University and our children should benefit from our working at UNC -- and want to stay in a UNC school
87	05/27/2008 19:38:00	Tuition Waiver Program - should be increased to four classes per year. The MATCH program is a great idea and should have been offered many years ago. I think I should also be able to contribute my nine hours from the tuition waiver program to a fellow emp
88	05/27/2008 19:53:00	The tuition waver program is key to working at any university especially when salaries are low and pay increases not in step with inflation. Match program certainly would help families. The scholarship program is not of interest to me. If I want to establ
89	05/27/2008 20:02:00	These programs are great. I am a new staff member here, but I plan on pursuing my master's degree when I am off of probation. This is a great way to allow staff and faculty to sharpen their skills, expand their knowledge, and become more involved with c
90	05/27/2008 20:04:00	If we have this benefit, and there is an option for us to use it each semester, I think that it would be best to be able to transfer that to a spouse, dependent, or partner. As far as a discount for two people in the family to attend, this would be nice
91	05/27/2008 20:03:00	I think it would provide a great benefit to employees who are trying to put their children through college - helps to offset the lack of substantial raises for SPA staff
92	05/27/2008 20:08:00	I got my Master's degree for free when I worked as a Lab Tech at Johns Hopkins. It was a WONDERFUL benefit and has helped me immensely through my life. I'd like to see others having the same opportunity. (I was even allow free classes at Peabody school of
93	05/27/2008 20:05:00	I am still a little confused regarding the match program. So am unsure if I answered the questions the way I intended.
94	05/27/2008 20:08:00	I think it is important to allow dependents some educational benefit. Other private schools let their dependents of employees attend for FREE! This would be an excellent benefit to compliment our current benefit package and salary since they are not nec

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95	05/27/2008 20:08:00	Thanks to the tuition waiver program I will be completing my doctoral degree this fall. (all paid for by the tuition waiver program!)
96	05/27/2008 20:17:00	Not having discounted tuition for dependents makes the UNC System less attractive to employees.
97	05/27/2008 20:29:00	Excellent benefit if implemented!
98	05/27/2008 20:35:00	I see education as one 'employee development' option aligned with career banding. The option of being able to select one, and have it tuition waived is a very valuable benefit. The match program is helpful in off-setting household costs when a family memb
99	05/27/2008 20:41:00	First choice would be extending or allowing my spouse and/or child participate in the tuition waver program. The second choice would be the MATCH program. The scholarship program would not be as inclusive and I would very much like to see all UNC employ
100	05/27/2008 20:57:00	Some private school already have the tuition waver program
101	05/27/2008 20:57:00	I would rather see better health benefits before funds are spent for tuition waivors.
102	05/27/2008 21:00:00	the ability to the the tutition waiver for online classes would be appreciated--i have a master's degree, but my university does't offer courses i can take at the master's level (or higher). Taking advanced classes from another NC campus would be wonderfu
103	05/27/2008 21:19:00	There is a significant lack of academic scholarships at UNC system campuses. The rules for defining "need based" aid have not kept pace with rising tuition and fee costs, thus making it difficult for quality students just above the need based cut offs fo
104	05/27/2008 22:05:00	I am so happy that these incentives are being explored!!!!!!!
105	05/28/2008 12:19:00	I think that assistance for tuition should be a benefit for working at UNCG.
106	05/28/2008 12:15:00	I think the tuition waiver program should take precendence.
107	05/28/2008 12:17:00	According to an email from Suzanne Williams, "The UNC Staff Assembly is developing a tuition assistance program proposal to assist dependent children, spouses or life partners of University staff." The survey only mentions the term "family" which I think
108	05/28/2008 12:58:00	no comment here

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109	05/28/2008 13:32:00	For non-credit courses (ie continuing education) related to one's work area, would it be possible to implement a discount program? My understanding is that this does not presently exist at my institution.
110	05/28/2008 13:38:00	I would be interested in sharing the tuition waiver as long as it is not limited to undergraduate degrees. Also, I agree that it should be limited to one person at a time.
111	05/28/2008 13:47:00	I think this is an excellent idea. My family (children) benefited from such a program. We graduated from a Historial Black College in South Carolina. Without this benefit I would have a HUGH financial burden as a single parent.
112	05/28/2008 13:41:00	If you have some type of tuition waiver program, it's a great tool to help recruit quality people (faculty and staff) as well!
113	05/28/2008 13:49:00	Spouses and Children should be receive the benefits of the employee. Insurance works this way and is much more expensive. A class or two, even a degree here and there should be provided free of charge as a benefit to the employee's family (spouse/dependen
114	05/28/2008 13:56:00	As a staff member that plans on returning to graduate school the tuition waiver that has been offered to me during my time here has been wonderful. Other universities that I was affiliated with in the past (University of Miami) offered tuition waivers to
115	05/28/2008 15:22:00	I think the MATCH program percentage should be based on the number of years of state employment. The longer employed by the state, the higher the percentage discount, up to 50%.
116	05/28/2008 15:35:00	thanks for including life partners in this plan
117	05/28/2008 15:41:00	Many private institutions offer waived benefits to the dependents and spouses of employees. This benefit is a great employment recruiting tool for those colleges. As someone who has obtained my Master's, I would love to share my waivers with my spouse a
118	05/28/2008 16:41:00	I think that SPA staff should have the option for up to 9 credits hours in any UNC institution. I think SPA dependent children should be eligible for the matching program.
119	05/28/2008 18:08:00	This would be a wonderful benefit to the faculty and staff!
120	05/28/2008 18:34:00	I prefer the Tuition Waiver program and the Scholarship program over the MATCH program, but I think it's essential that we offer this type of benefit.

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121	05/28/2008 18:39:00	The current tuition waiver program is a great benefit to employees and to the organization. I think it is great to think about expanding the option as a benefit to family members. I had a hard time answering the question about an appropriate discount fo
122	05/28/2008 19:09:00	So many universities provide tuition waivers for dependents, I'd love to see us make this happen!
123	05/28/2008 19:12:00	I support need based grants for dependents who need them. I support the waiver program for the education of employees.
124	05/28/2008 19:23:00	Our efforts should be to provide quality education at reasonable price to all North Carolinians, not just employees and their relatives. A small discount sounds reasonable for employees, but not using one's own hours for children. The program is set up to
125	05/28/2008 19:24:00	Free or reduced rate graduate courses for spouses or partners would be great.
126	05/28/2008 20:16:00	I believe we contribute sufficiently, with little consideration from the General Assembly (i.e. raises and benefits - since we are not "teachers") without continually asking us to contribute additional money to the Universities.
127	05/28/2008 20:52:00	Are all dependents, spouses, or partners automatically awarded the scholarship if employee contributes to the scholarship fund? <input type="checkbox"/> Did I read the survey to understand that either the employee or the dependant can only use the tuition waiver in one of the
128	05/28/2008 21:02:00	It would be an additional incentive for many state employees to remain within the system. If the tuition waver was implemented, it would go a long way to encourage me to retire within the state system.
129	05/29/2008 12:58:00	The current tuition waiver program is not clear to new employees. I was not presented with a form or any additional information about the benefit. In fact, another employee told me about it after I had worked and paid for my own graduate classes for an en
130	05/29/2008 14:21:00	With all the emphasis on allowing NC residents greater access to higher education, it seems logical that UNC should start with its own employees.
131	05/29/2008 14:58:00	This would be an incredibly attractive improvement in benefits for anyone with a child currently enrolled in high school. It would also be a very effective employee retention strategy.

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132	05/29/2008 16:49:00	Without the tuition waver program I would not have been able to afford the classes that I have taken. (All of which have been work related.) I firmly believe this program has directly and positively benefited the university, my family and myself. If this
134	05/29/2008 20:15:00	I think the tuition waiver and MATCH programs would be very helpful to many staff and faculty families, especially those on the lower end of the pay scale. I am not in favor of contributing any amount to a scholarship program. I already contribute to se
135	05/30/2008 03:26:00	Tuition waiver program - If the waiver is not currently granted in hours per semester (but in a course per semester), it should be. I obtained my MBA at UNCG and because most of their courses were 1.5hr courses, I only benefited 1.5hr of tuition waiver p
136	05/30/2008 13:17:00	This is the sort of program that has been available traditionally at private institutions. It is a very desirable benefit, particularly as kids approach college age. I can't always use my tuition waiver and it feels like a wasted benefit, but one point o
137	05/30/2008 19:05:00	I think such programs would enhance employee benefit packages, as well as encourage more educational opportunities for families.
138	06/02/2008 14:05:00	If a local or distance program is not available (PhD)in the UNC system a match program would be nice for approved programs outside of the UNC system
139	06/02/2008 15:15:00	This is a good idea, but I don't think the tuition waver program should be sacraficed for the the discounted tuition for family members. I think both programs should be fully supported.
140	06/02/2008 15:28:00	As a employee in the UNC system, I have not been able to save much money for my children's college education because of low salary. The MATCH program would not help my family much because it takes my whole pay check to live and very little has been saved
141	06/02/2008 15:44:00	This benefit would be a tremendous help in terms of recruiting and retaining staff.
142	06/02/2008 16:31:00	Why undergrad degree only? What about Master's or doctoral programs as well? That would be great!
143	06/02/2008 17:17:00	All 3 are wonderful ideas
144	06/02/2008 17:25:00	This would be a really nice benefit for UNC staff.

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145	06/02/2008 17:33:00	A more aggressive tuition waver program would be extremely welcome to staff and faculty, were dependent children could attend college at a heavily discounted cost. This would be a huge benefit to working for the UNC system and encourage keeping staff/fac
146	06/02/2008 17:56:00	This is yet ANOTHER benefit bestowed upon married/partnered people or people with children that excludes those who are unpartnered and not parents. If these benefits become available, a comparable benefit to those without families should be proposed. I am
147	06/02/2008 17:43:00	Please, please incorporate this program. I have two sons that will more than likely attend a UNC Institution and this would help relieve a tremendous financial burden for me.
148	06/02/2008 17:57:00	This would be a boon to faculty and staff who are looking to make college more affordable for their children during a tighter economy.
149	06/02/2008 18:10:00	As an institution of higher education, I believe it is imperative that we take steps to provide access for our state employees and their families. I wish that for one day, state employees would be able to provide their children with a free state college
150	06/02/2008 18:32:00	I have seriously considered changing my employment to one of the many private schools for the free tuition for dependents. I have also lost potential employees because we did not have this benefit.
151	06/02/2008 18:41:00	The UNC system is in general embarrassingly behind offering such programs when compared to other major university systems around the country. This is still woefully short of some of the tuition offerings elsewhere which tie length of service to increasin
152	06/02/2008 19:02:00	At other institutions I have worked, tuition for dependent children was 100% covered through tuition remission and up to 2 courses per semester for spouses or partners was covered. This was a HUGE recruitment and retention tool for hiring staff with exce
153	06/02/2008 18:59:00	great idea
154	06/02/2008 19:06:00	Tuition waiver would provide a great recruiting tool, especially given current salary ranges and the fact that annual raises are questionable at best and often do not keep pace with other annual increases and/or inflation. The MATCH program seems to be

Staff Assembly Educational Benefits Survey

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155	06/02/2008 19:26:00	This is a wonderful idea -- would be extremely helpful in recruitment and retention of staff.
156	06/02/2008 19:43:00	Most higher education institutions have something in place for direct family members to attend college. Being a state employee I think that our children should be able to attend classes at any institution for free on the 16 campuses. As an employee in the
157	06/02/2008 20:01:00	The tuition waiver program would be a tremendous addition to the benefits program which would allow the University system to more closely mirror other institutions in other states. In particular, it could directly benefit faculty recruitment and retentio
158	06/02/2008 20:58:00	I suppose I am biased by the fact that i operate a unit that is supported only by tuition - Summer Sessions. Summer is frequently the time when people decide to make use of these waivers. Since we are at great pains to recruit students in order to opera
159	06/02/2008 21:06:00	Most of my colleagues at other institutions have tuition benefits for dependent children. This would help make employment benefits throughout the UNC system more competitive with other schools.
160	06/02/2008 22:07:00	This would be a major recruitment and retention incentive. I am having extreme difficulty hiring EPA staff for the salary we are able to offer. We can't compete with the local banks and commercial institutions in this area (or in other parts of the coun
161	06/03/2008 03:13:00	I believe the tuition waiver would be an exceptional incentive to continue employment at a UNC institution. Salaries are low, especially for non-faculty positions. This makes it difficult to attract quality personnel. A tuition waiver program could be ben
162	06/03/2008 12:15:00	NC staff are not the best paid people in our area, having perks like tuition wavers help to make up the difference and keep good folks working. We need to help them help themselves and their families, it will help to make NC strong and better.
163	06/03/2008 12:29:00	Any money put into the system needs to be able to be rolled into a 529 or similar plan if my child decides to go out of state or to a private school. <input type="checkbox"/> I'd understand loosing all of the matching grants in that case.

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164	06/03/2008 13:03:00	the tuition waiver program is a nice option, but i don't believe it is used heavily by employees. this could be due to timing of classes during the work day or not being able to take evening classes due to other obligations. it would be a huge morale boos
165	06/03/2008 13:23:00	This is a great incentive for employees to stay employed and dependents remain in NC for their education. It would be great to have a complete tuition waiver for dependents, but this is a wonderful start.
166	06/03/2008 13:44:00	I am delighted to see these 3 programs being proposed. I think we all have a responsibilty to encourage life long learning; making it affordable and accessable is the key.
167	06/03/2008 13:33:00	I would really love to see discounted tuition for anything over the 9 credits. I personally take more then 9 credits a year especially in the summer and any discount would be very helpful to paying for that. I believe that the certificate/degree that I
168	06/03/2008 13:40:00	I have compared the tuition assistance of nearby states and every single one offers up to 50% for Univ. staff. This is becoming a recruitment issue. UNC Charlotte losts its Controller for this very reason.
169	06/03/2008 14:20:00	I am not in favor of the scholarship program because we as state employees are paid so little.
170	06/03/2008 15:34:00	I do not expect to take advantage of these programs, but I think it is appropriate for the state to make them available.
171	06/03/2008 15:41:00	I have worked in several other states and systems over 30 years, both public and private. This is the only institution which does not provide this benefit. I believe it might also aid staff retention. Our staff turnover is very high.
172	06/03/2008 15:56:00	I think for a state sytem with the quality of UNC's it is very disappointing that there are no spouse benefits and very limited employee benefits to pursue further educational opportunities. This as well as other inadequacies in staff benefits has and wi
173	06/03/2008 15:57:00	To be honest, I thought when the lottery was introduced, it would provide funding for college tuition for students that maintained A's & B's, like Georgia. It would be very nice to see any surplus from the lottery used for any tuition assistance programs

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174	06/03/2008 15:57:00	This is an excellent recruitment tool for us as a university system for new, young faculty. It also allows staff to be compensated in ways other than salary, but in ways that really help them financially.
175	06/03/2008 15:55:00	The tuition waiver program would be my preference.
176	06/03/2008 16:08:00	Tuition benefits should be provided to dependents of state higher education employees. Our rate of pay is lower than in the corporate world yet we stay at our institutions because of a love of higher education and the service of students. This college assist
177	06/03/2008 16:10:00	I believe the benefits of allowing dependents/spouses/partners to utilize this educational benefits will be a great benefit to those who may not be able to afford the full tuition costs themselves. I would gladly contribute to help provide an education t
178	06/03/2008 16:31:00	I am not positive, however I believe Duke University and potentially other private universities offer full tuition support, waivers, etc. to any public University in the United States which is a nice perk. With the cost of living rising and the fact that
179	06/03/2008 16:49:00	If two parents work for the UNC System and they are both vested (i.e. five years of university service), they should be able to apply nine credit hours a piece to their dependents education per year. <input type="checkbox"/> The university may want to look at pre-paid tuition
180	06/03/2008 16:31:00	I feel this would be an added perk to being a state employee. It would also be a draw for people to want to work for the state. It would also help offset the low salaries that state employees receive.
181	06/03/2008 16:34:00	Include any immediate family member, whether or not a dependent. Grown up children have returned home to go to college and this would be beneficial in helping them defray tuition expenses.
182	06/03/2008 16:50:00	The sooner the staff tuition program is implemented and extended to the faculty children, spouses and partners, the better. In reality, we live in a Global world in which education and skills will be more important. Our economy will adjust at higher rates

Staff Assembly Educational Benefits Survey

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183	06/03/2008 16:44:00	I think the tuition waiver program and the MATCH program would be great and very beneficial to ALL employees and their families. These such programs helped in my decision to seek employment here.
184	06/03/2008 16:46:00	I support this program as a benefit for my employees and myself.
185	06/03/2008 16:46:00	Benefits should also be extended to adult children of employees.
186	06/03/2008 16:53:00	I think this would be a great idea and would help out employees and their families. I have 3 children, one enrolled now and 2 more at home that will be enrolling in the UNC system in the next few years to come. Any help with tuition would be a blessing an
187	06/03/2008 17:01:00	I think this is wonderful the UNC system is looking at this. I have worked at many institutions in the North and Northeast who allow dependents to go for free and was shocked to find there was nothing like that in the system - not even a discounted rate.
188	06/03/2008 17:12:00	This is an outstanding idea that would make higher education truly assessable to more citizens in our state. Since we are part of the UNC Family, we more than others, understand and appreciate the real benefit our institutions of higher learning bring to
189	06/03/2008 17:32:00	I see these educational benefits as a great tool to recruit and retain quality faculty and staff AND as a way to recruit and enroll quality undergraduate students!
190	06/03/2008 17:35:00	I like the MATCH program.
191	06/03/2008 17:40:00	First priority of the three would be tuition waiver since I have not been able to use that benefit myself. A discounted match is also a wonderful idea to help state employees' families complete their education. The scholarship program would be fine, but
192	06/03/2008 17:42:00	I'd rather have health insurance for my spouse/dependents than tuition assistance.
193	06/03/2008 18:00:00	I think this is a great opportunity for employees and their family.
194	06/03/2008 18:03:00	It is about time!!! Other states have offered this type of benefit (or even better) for some time now. This program would help recruitment and retention efforts for employees. I strongly encourage you to add all three of the educational benefits presen

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195	06/03/2008 18:10:00	Although I would not personally gain from these opportunities, if available, I would be willing to help support families of others in some way.
196	06/03/2008 18:17:00	I believe the educational benefits should be limited to dependent children as this would aid in retention. I also believe that benefits need to be significant. A 10% reduction in tuition is so minimal that it would attract scorn by employees.
197	06/03/2008 18:20:00	I really like that partners were listed. As a person in a same gender relationship it is good that the State has included sexual orientation in the non discrimination. Also, this educational opportunity would have me reconsider my professional path so m
198	06/03/2008 18:40:00	If you are wanting a contribution list, I would suggest that it be done like the Staff Donations list. This program did so much better than expected. Most are willing to donate, we just want to choose when and where we donate the money. This also is the
199	06/03/2008 18:22:00	The previous state university outside NC I worked for had full tuition waivers for all dependents, spouse and even step children and their tuition wa much higher tahn the UNC system! I think UNC should offer some form to its employees.
200	06/03/2008 18:32:00	Long overdue and of particular importance in putting substance to the UNC system's goal of increasing higher education.
201	06/03/2008 18:33:00	I think it is absurd that we don't already offer a tuition waiver program for dependents of current staff.
202	06/03/2008 18:40:00	Each of these would be a great benefit to employees, especially in a time when salary increases are not necessarily forthcoming and other economic issues complicates one's finances.
203	06/03/2008 18:43:00	If we hope to save the future of America, free education must be given to any willing participant with a commitment from them to work in Education for at least three years upon degree.
204	06/03/2008 19:23:00	I think this is a wonderful idea. Many employees do not use the 9 credits that are allowed and it only makes sense to allow their dependents to use these hours instead. It would be an incentive for me to continue working for the state to know that my chil
205	06/04/2008 12:42:00	My only concern with the tuition waiver assisting dependent children is if an UNC staff member has more than one child. My spouse would like to obtain his second bachelor's degree and it is unfortunate that the tuition waiver is only for spouses working

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206	06/04/2008 13:00:00	Thank you for thinking about this.
207	06/04/2008 13:15:00	I attempted to make use of the tuition waiver program last semester and found: 1. finding information online about the program was EXTREMELY challenging 2. the paperwork involved seemed daunting and designed to discourage anyone using the program.3.
208	06/04/2008 14:33:00	The sooner you good folks can get this done, the better. My new wife and I will have 3 children in UNC System Colleges at the same time. Help!
209	06/04/2008 14:41:00	Of the three I think that the Tuition Waiver and the Scholarship Program should be the two options that we should pursue. I work with students on a daily basis and nearly half of them have to work in order to pay for school. Some people cannot even atte
210	06/04/2008 15:11:00	A tuition waver or some type of discounted tuition at the instituion that the staff/employee works at would seem to be an option to be considered in addition to the benefit availability for all unc institutions. This would be a good benefit to attract and
211	06/04/2008 15:36:00	A new staff member was surprised to find that staff did not get free tuition for their family members. I am glad that this is being looked at and will possible become a new benefit.
212	06/04/2008 15:10:00	Out of state and local private universities already offer these benefits. By increasing benefits, the UNC system will be in a better position to attract more qualified faculty and staff.
213	06/04/2008 15:50:00	There is a need for these programs to extend to staff already holding undergraduate degrees who wish to pursue Graduate studies. I believe both the Tuition waver program and the Match program should be extended to cover both situations.
214	06/04/2008 15:54:00	Education benefits are a wonderful opportunity for staff and their family, if salary increases are not approved. If given the choice, I would prefer salary increases over tuition benefit. With current increases in consumer goods, gasoline, medical and p
215	06/04/2008 16:51:00	Years ago there used to be a State Employee Scholarship (or something along those lines). I think it was only for the first 2 years. Anything helps during this day and age. This might help in employee retention and recruitment if the hours were more th

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216	06/04/2008 16:53:00	This is an outstanding idea that should be implemented. Not only will it help present day employees, but would help attract talented new employees! Do it now!
217	06/04/2008 17:18:00	The tuition waiver program is an excellent idea for our children. FYI, Howard University in DC offers this program to their employees. The scholarship program could become political and may be a little bias.
218	06/04/2008 18:22:00	Any incentive which assist with offsetting cost directed toward a better education for adults/young adults would be appreciated and motivational to the individual.
219	06/04/2008 18:22:00	I am using the program for post baccalautte courses.I also have a daughter @UNC-Chapel Hill.Any assistance would be certainly welcome
220	06/04/2008 19:30:00	Any tuition help for me or my son would be greatly appreciated--especially now. I have to make decisions between food and medicine, gas and personal use, etc. My salary is not enough to pay for ANY tuition and I will have to rely on the tuition waiver f
221	06/04/2008 19:58:00	I strongly support the tuition waiver program for dependents. Please keep me informed.
222	06/04/2008 20:31:00	The lack of a tuition concession program for children puts the UNC system at a competitive disadvantage when recruiting faculty and senior staff. This combined with the lack of a Hope Scholarship type of program puts NC at a disadvantage to even SC and G
223	06/04/2008 20:36:00	I believe this program should be available to permanent full time employees who have been with the university 5 years or more to alleviate high turnover as a person could hire on with the university then leave when their spouse, child has completed their
224	06/04/2008 20:41:00	dependant children or sponses should be able to use tuition wavier if we NOT use them for the semester with making a contribution
225	06/04/2008 20:55:00	GIVE US FULL TUITION WAIVER FOR DEPENDENTS LIKE OTHER STATES DO! STOP BEING SO CHEAP!
226	06/05/2008 12:28:00	Tuition waivers are obviously the best for employees, as we need to come up with little to no money on hand. The MATCH would be second best, with scholarships running third depending on how they are distributed and how recipients are selected. The dange

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227	06/05/2008 12:26:00	Benefits should be for the employee. When the state starts developing and initiating benefits for spouses, partners and children it can only negatively impact and minimize the overall benefits the state gives to its employees. All state employees do not
228	06/05/2008 12:29:00	State employees need all the help they can get.
229	06/05/2008 12:26:00	This would be a great recruiting tool.
230	06/05/2008 12:32:00	I'm not sure I understand the MATCH program.
231	06/05/2008 12:36:00	I know it is just a start but offering just the opportunity for your spouse or dependent to receive their first undergraduate degree seems prohibitive. If a staff member is able to take master's level course with their waivers, spouses and dependents sho
232	06/05/2008 12:40:00	Good idea and good benefit incentive. UNC employees receive no increases to their salaries that are competitive with labor market increases that tuition wavers would be most welcomed and appreciated.
233	06/05/2008 13:14:00	I am often asked by professional educators from other schools about tuition benefits for my children and family and they are stunned that we don't offer that in the UNC system. A system based on making education available and as close to free for all is
234	06/05/2008 13:16:00	A tuition Waiver program is the most desired.
235	06/05/2008 13:19:00	This potential benefit would be keep the system competitive within the academy.
236	06/05/2008 13:19:00	I already donate \$100 annually to the staff scholarship fund.
237	06/05/2008 13:28:00	We definitely need to find a way to help our families attend the UNC System. Chances are likely that our NC workforce will see the full benefits of the graduates that were helped by the waiver. It will also raise employee retention. I am a big fan of t
238	06/05/2008 13:38:00	These initiatives should only be supported if they are equitable and include access for partners as well as spouses and children.
239	06/05/2008 13:59:00	Great idea and long overdue!!!
240	06/05/2008 14:09:00	This program is retty much the standard across the country. I and my family would take full advantage of such an opportunity.
241	06/05/2008 14:12:00	All three would be great. My priority of these three is Tuition waver, then Match then scholarship but any one of these implemented would be helpful.

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242	06/05/2008 14:28:00	1. Thank you for the tuition waiver program. It is a tremendous benefit and offsets the weak benefit package that we receive. 2. MATCH program...conceptually sounds good. It certainly will increase state contribution, as many more options become available
243	06/05/2008 17:32:00	The tuition waiver program was invaluable to me in obtaining my MBA. With three children, a program for employee children would have really helped.
244	06/05/2008 18:01:00	Additionally, I think the UNC system should consider offering free tuition for our SPA staff who do not have degrees and are both interested and qualified. We should be looking to help those custodians, food service employees, etc. have options for futur
245	06/05/2008 19:53:00	I beleive that benefiting university staff members with a tuition waver program for dependents would increase the quality of the staff pool.
246	06/05/2008 20:38:00	As we look at ways to be more competitive with other campuses, this is one way we could provide an incentive for our employees. Having a tuition benefit, and not being able to use it, as I haven't in the past several years, due to requirments in my posit
247	06/05/2008 21:18:00	This should have always been a part of uncc.
248	06/05/2008 22:12:00	Consider allowing people who do not plan to use their tuition benefit to donate it to someone who will use it.
249	06/06/2008 12:07:00	Good luck with moving these benefits along!
250	06/06/2008 12:13:00	Other states such as Georgia have great programs set up which is used as a way to encourage future employees to work for them. I have a colleague who works in GA and is getting his PhD and the 100% tuition waiver and scholarships within was a great motiv
251	06/06/2008 12:34:00	I am in favor of this entire program with the exception of the provisions for so called life partners. The family unit is already degraded through the influence of government and traditional marriage is attacked at every turn. Please don't ruin this pro
252	06/06/2008 13:27:00	I believe that staff retention could only be enhanced by such a service. This also seems like a great incentive in recruitment efforts.
253	06/06/2008 13:28:00	I believe strongly that tuition waver should be a part of the UNC Charlotte benefits. This is an important benefit and allows increases University loyalty as students of employees attend their parents Universities.

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254	06/06/2008 13:29:00	Wonderful idea--contributes to the dedication of our system.
255	06/06/2008 14:10:00	I wish the tuition waiver/discount did not apply just to a first time undergraduate degree. Many of us & our family members need to re-tool to keep up w/the job market or may find the need to go onto graduate school. The current proposal has no options
256	06/06/2008 17:35:00	As a state employee at an institution of higher education, it is rewarding to work with young people and be part of their success. However, it is not rewarding when they graduate and begin working making as much or more than I do! I think this would be
257	06/06/2008 20:06:00	I am a single mother and my son has decided to attend ECU to stay close to home. I have explained to him for years that when it is time for him to go to college that we would find something out there to help us. I have been employed at ECu for 11 years
258	06/08/2008 16:33:00	The timing is off for my family's use of any of these options. I have my Master's and am finishing my 29th year of NC service. My wife has a Master's plus her Educational Specialist's degree. She is finishing her 25th year of state service. My daughter is
259	06/09/2008 11:52:00	I think this is a great idea, to allow my children to go to school here. A discounted tuition, and the ability to have the balance deducted from my pay would be a huge help in paying their bills. Please do all you can to make this a reality, within the
260	06/09/2008 12:09:00	I think applying the waiver to dependants/spouses would be an excellent (and easy) benefit. A lot of employees probably don't use this benefit and it's a shame that it might be going to waste. Just this year, my husband came back to school at UNCW for e
261	06/09/2008 12:52:00	Tuition waver would be most ideal but someone needs to pay for it; therefore, the MATCH or scholarship program would be most realistic.
262	06/09/2008 13:21:00	I would really like to see a program for fac/staff's children. This provides amazing opportunities for the children of our fac/staff who put in so many years to our institutions, and may not even have a college degree themselves or have the means to pay f

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263	06/09/2008 14:09:00	I think this is a great idea. I would be willing to support it in any way possible. I also think this is the type of benefit that would help UNCW recruit a higher concentration of diverse faculty and staff members.
264	06/09/2008 19:37:00	During these economic stressful times - the tuition waver program would be very helpful for families not able to afford the rising college fees.
265	06/09/2008 20:04:00	I think it is a good idea to provide employees of the university the opportunity to have their dependents attend an institution they have a connection to. It helps to create loyalty to the institution.
266	06/10/2008 12:14:00	The tuition waiver program would be the easiest for staff to access and manage.
267	06/10/2008 12:31:00	Any of these programs would help make the UNC system more competitive when hiring and retaining employees. There are private universities that have had exceptional tuition benefits for decades.
268	06/10/2008 12:51:00	It's a great incentive, would encourage NC students to attend a college in their home state. Would ease the burden for state employees, many who work for lower paying salaries.
269	06/10/2008 12:33:00	I think this is a great benefit to attract better Faculty/Staff and enhance our overall university.
270	06/10/2008 12:36:00	All three are great ideas - I am especially keen to see the tuition waiver program put in place; my children will reach college age within the next 7 years and they WILL attend college - it's critical that our kids get a college education to survive in th
271	06/10/2008 12:47:00	I feel as a NC state employee that my children should have a discount to go to any of the UNC university systems. I definitely feel they should offer payroll deduction for tuition. They should also offer textbook loans for all books and any NC state uni
272	06/10/2008 12:40:00	I disagree with the partner concept. If our state does not recognize gay marriage why should we promote it.
273	06/10/2008 12:42:00	Should also allow dependents to earn their graduate degree as well
274	06/10/2008 12:44:00	Providing reduced or waived tuition for dependents of UNC employees is a great tool for morale and recruitment and retention of staff/faculty. I am very excited about the possibility even though my children are very young. Thank you for your efforts on

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275	06/10/2008 12:50:00	Paying for college for my children is the single biggest worry I have. With the all the cuts in benefits (particularly medical) we've had over the past years, I think this is a great way to aid in recruitment and retention of staff. I have been in the U
276	06/10/2008 13:02:00	I am thrilled with the tuition waver program that has been proposed. I would give this the highest priority and then move towards the match program. Though I never turn my nose up at scholarships, it seems like the scholarship program you have proposed
277	06/10/2008 13:02:00	Educational benefits are an important perk for me, both as a parent of a child headed for college and for continuing my education. Increases in these benefits would influence my career decisions.
278	06/10/2008 13:12:00	I think this is a fantastic idea - not everyone may be interested in using their tuition waiver benefits and this would allow their family members to utilize them instead. It's promoting education! And it is also giving some the opportunity for an educa
279	06/10/2008 13:08:00	I prefer the tuition waver program.
280	06/10/2008 13:15:00	This is a much needed benefit. I was in the Ohio system prior to moving to NC and my spouse and dependents could take up to 12 hours per semester tuition free. Also, even though I can personally take courses, I feel if I am not able to utilize the benefi
281	06/10/2008 13:11:00	An attractive waver/MATCH program would keep me in the UNC system until my kids have graduated college, which effectively puts me at retirement. This is a great perk to offer mid-career middle-aged folk that might otherwise be shopping for better pay/bene
282	06/10/2008 13:25:00	I believe that a tuition waver and Match program would be an absolutely wonderful benefit for UNC employees! I have three children and would love for them to receive a college education at a UNC school at a discounted price (as long as I continue to work
283	06/10/2008 13:41:00	I haven't got any specific thoughts on this, except that overall, I think it's a great idea. Easier access to higher education is a step towards a smarter, wealthier, and healthier nation.

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284	06/10/2008 13:43:00	I have used the tuition waiver program for my own schooling and have found it to be a great benefit. It has afforded me the opportunity to go back to school, without having to accrue a tremendous amount of debt. It would be great to extend this opportunity
285	06/10/2008 13:56:00	A tuition discount for dependent children would be an excellent benefit to recruit and retain the best faculty and staff. Many other states offer this to their employees.
286	06/10/2008 14:08:00	Honestly, I think full-time employees, dependents, and spouses should get free tuition for 12 credit hours a semester (fall, spring). Other states do this for their full-time employees and family members and I think the UNC Assembly should also. If we w
287	06/10/2008 14:14:00	Providing an excellent education for our children and spouses is very important. I believe the discount or waiver would be a wonderful show of good will on the part of the university system. I also believe our employee loyalty and pool of future highly q
288	06/10/2008 14:51:00	As state employees we should be fully cognizant of public perception as well as public tax money. This policy will create poor public appearance of a caste system and favoritism that is already in the public conscience (refer to practices at NC A&T in the
289	06/10/2008 15:12:00	I think these are all wonderful programs and I would love to see them implemented. This would provide such a wonderful opportunity for me to finish my graduate degree and for my child to go to school. It would really take a load off my plate. I'm having
290	06/10/2008 15:29:00	My son will be graduating from high school in two years and it would be a great help to me as a single parent
291	06/10/2008 15:33:00	When looking for a job for my husband and myself, tuition waver or similar programs were high on our list of importance. In our opinion, it makes a university much more desirable for current employees (to remain in their position) or when hiring new empl
292	06/10/2008 15:32:00	This is such a great idea for employee's families. This would be crucial in job recruitment and retention. THANKS SO MUCH FOR CONSIDERING!!
293	06/10/2008 15:36:00	The scholarship program should be distributed based on merit of the student.

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294	06/10/2008 15:40:00	the scholarship program would be restrictive/ selective therefore fewer people would be served; the other 2 programs would be more benefical to a wider range of individuals
295	06/10/2008 15:52:00	The Tuition Waiver Program will be an excellent recruitment AND retention tool for UNC staff employees. This program is an excellent investment in and recognition of our most valuable resources - our employess and their families.
296	06/10/2008 16:09:00	There should be a simple tuition waver program based on the three courses/year which you are allowed as an employee. You should be able to assign them to your kids/spouse.
297	06/10/2008 16:20:00	I am currently tacking full advantage of the 9 credit hours provided by the state. I would love the opportunity to complete my degree earlier
298	06/10/2008 16:23:00	no comment
299	06/10/2008 16:41:00	How about education benefits for graduate education?
300	06/10/2008 16:50:00	I think this would be an outstanding benefit for families of employees. It just makes sense. Please make it happen soon.
301	06/10/2008 17:41:00	I think the tuition waiver program would be a great benefit for state employees
302	06/10/2008 17:50:00	With 37,000 employees, having a tution waiver plan and tuition discount was needed several years ago to promote a better educated and skilled employee, family member and therefore a better educated community.
303	06/10/2008 17:49:00	I think this is a great idea and well past due for our state
304	06/10/2008 19:23:00	This is long over due and would be viewed as a positive benefit of employment.
305	06/10/2008 20:54:00	Tuition waiver program is an excellent oppportunity for University employees as the program has been very kind to me. Match program is a very good and strong addition for employees of UNC Universities and a wonderful opportunity for family members and empl
306	06/10/2008 20:52:00	Since staff in the state system do not have the best benefits available compared to so many other states, this would be a great benefit. Many other state schools provide children of state employees to go to state schools for free; this is not what is bein
307	06/10/2008 21:02:00	Delighted to know thath this is being considered!

Staff Assembly Educational Benefits Survey

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308	06/11/2008 00:24:00	Tuition waivers are a definite added benefit to working for the UNC system, and would be greatly appreciated should it be allowed to benefit the spouses, children, and partners of UNC employees!! I don't earn as much money as I would be in the "industry,"
309	06/11/2008 14:10:00	thanks for doing this. especially since our medical benefits are not great, this should help with recruitment and retention of great employees.
310	06/11/2008 14:31:00	These are all potential valuable and competitive programs that would bring the UNC system tuition benefits in line with the enviable state university systems throughout the country. The programs described would contribute to providing affordable access to
311	06/11/2008 14:34:00	Providing the flexibility to use the 9 hours of free tuition for a dependent, spouse or partner would be a significant improvement in the benefits associated with working for a UNC system campus. There are many very dedicated employees on our campuses and
312	06/12/2008 14:37:00	These opportunities should have been made available before now.
313	06/12/2008 16:12:00	I am all in favor of the waiver program and think it is a great idea. A MATCH program could also be a huge benefit. While I would support a scholarship, I don't think this would help much.
314	06/12/2008 16:28:00	A tuition waiver program for children and spouse is a relatively common benefit that is not available to UNC employees. We need to create this benefit just to remain competitive with other states and to retain quality employees.
315	06/12/2008 16:42:00	Please do this! We are underpaid, overworked, and in need of help with college for our kids (which at the going rate is nearly prohibitive).
316	06/12/2008 17:11:00	This would have been great when my children were working on their first degree. I guess it is never too late for me to start.
317	06/12/2008 17:32:00	This idea could be a valuable benefit to state employees! Thanks.
318	06/12/2008 18:43:00	It has been my experience that employees can only use one tuition waiver form per semester, even though the language states that an employee can use three forms per year. Not every student will take classes during the summer, thus they are missing out on
319	06/12/2008 18:42:00	I think all three are great!!
320	06/12/2008 19:52:00	Please run the proposal for the scholarship fund by University Development professionals

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321	06/13/2008 01:14:00	This is a fantastic idea - my husband and I both work for UNC and we have two children - some day we would love them to take courses here and would really like to have the educational benefits. I would want to know more about the scholarship program - if
322	06/13/2008 01:23:00	There is no better way to "practice what you preach" than to financially support the education of the families of the employees. All of the proposed plans should be available to employees.
324	06/13/2008 01:30:00	there is a need for a web site with simple (one!) enrollment form, a list of available classes, etc.
325	06/13/2008 01:29:00	all suggestions are excellent
326	06/13/2008 01:37:00	I think that the more available options for tuition benefits, more people will benefit and take advantage of the system. More choices will allow for more inclusion and there is such a great socio-economic variety in the UNC system that we need to find an
327	06/13/2008 01:38:00	I'm glad UNC is thinking of offering a college program for employee dependents. I would like to see a graded scale of discount (MATCH) up to about 80% based on employee years of service. This plan is similar to what Duke University has offered in the pas
328	06/13/2008 01:40:00	Thank you for your work on this important issue. I work in a highly competitive area and my colleagues openly discuss transferring to Duke when their children reach university age based on Duke's tuition benefits. This program will make a practical diff
329	06/13/2008 02:09:00	I think it's important that any benefits be available to partners and spouses as well as children. Not all employees have children who would need or want this benefit--but some of those who don't might have a spouse or partner who would. If we are going
330	06/13/2008 02:46:00	This is great. I have always thought it was a shame that my child can not get a discount on tuition since I work at UNC especially when private universities provide full tuition remission.
331	06/13/2008 05:37:00	I like the tuition waiver program and know some of my fellow faculty and staff make use of it. I hope to make use of it soon myself but have not been able to make time to do so. ☐ I like the idea of the Match program, esp. if I could prepay to take classe

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332	06/13/2008 07:47:00	My position at UNC requires that I have a college degree, but my husband does not have a degree and has wanted to finish his B.A. at UNC Chapel Hill. He has done part-time classroom studies but stopped primarily because they are too expensive. It costs
333	06/13/2008 10:13:00	would be nice for tuition waiver program to also apply to graduate and continuing education courses
334	06/13/2008 10:26:00	tuition waiver program expanded to employees' dependents--WONDERFUL IDEA! Would LOVE it! MATCH program--yes! scholarship program--yes!
335	06/13/2008 11:34:00	Tuition benefits for dependent children is an excellent way to retain employees. Duke does this to tremendous effect. We should follow their lead.
336	06/13/2008 11:48:00	Having this opportunity available would provide me with a considerable incentive to continue to work within the UNC university system. It really might shape my career goals. I am very concerned about my children's ability to have the same access that I di
337	06/13/2008 11:57:00	Although all of the programs are attractive, I would like to apply my personal tuition waver to my children.
338	06/13/2008 11:58:00	I feel strongly that a state university should do all it can to make college an affordable possibility for all its employees. All these benefit options are worthwhile, and perhaps a balance would make this commitment a possibility for the university.
339	06/13/2008 12:04:00	I used to work at Duke. They had a program for a long time for employees and their dependents.....a tuition reimbursement program. Many people stay at Duke because of this program even though they want to leave Duke. I lost that benefit when I came her
340	06/13/2008 12:05:00	This would be an incredible recruiting/retention tool for UNC employees--particularly the dependent care benefit. I would support this wholeheartedly!
341	06/13/2008 12:06:00	The program needs to be practical and easily implemented so that it doesn't cost more to implement than the value of the benefit.
342	06/13/2008 12:09:00	Any incentive is nice for employees.
343	06/13/2008 12:10:00	I think all three should be implemented. We want to offer as much help as we can to the families of employees.

Staff Assembly Educational Benefits Survey

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344	06/13/2008 12:15:00	I would like to see the MATCH program implemented. I think it would inspire people to take courses and obtain a degree.
345	06/13/2008 12:13:00	I think this is a very progressive, wonderful idea. Lots of state employees, esp. SPH staff, have contributed so much to the University without being able to afford tuition for family members to attend. Such a policy would definitely be a draw for keeping
346	06/13/2008 12:11:00	I hope this tuition waiver proposal passes!!!!
347	06/13/2008 12:13:00	scholarship to help those who are struggling to use the educational system.
348	06/13/2008 12:14:00	Thank you for considering changes.☺ Thank you for the tuition waiver which I make use of--it is very valuable.
349	06/13/2008 12:33:00	The more ties to the institution, the better.
350	06/13/2008 12:57:00	Tuition waver for dependent children of state employees would be a special "perk" in lieu of the less than ideal salary structure, the paucity of raises, and the ever-increasing burden of health insurance. I have scrimped and saved every penny of my salar
351	06/13/2008 12:41:00	This is from a different perspective but applies to the basic topic of tuition waivers. The decision was made several years ago by the Chancellor that tuition waiver would also apply to distance courses and that the university would reimburse the unit of
352	06/13/2008 12:45:00	I am a HUGE fan of this proposal, even as someone without dependents or a partner. This is one of the most proactive things that UNC can do to advance your mission and provide opportunities to the citizens of North Carolina. ☺ ☺ By the way, questions 14
353	06/13/2008 12:45:00	Our dependent children should have free tuition here after we have worked 10 years. Our partners/spouses/or children should be able to take our 9 hours for free courses regardless if they are in an undergraduate degree program or masters or just want to
354	06/13/2008 12:52:00	I feel that the tuition waiver and Match program are good benefits for university staff and reiterate that the University system cares about the community and the families that help make it work. I would encouraged the tuition waiver program to more activ
355	06/13/2008 12:44:00	These programs would be EXTREMELY helpful and appreciated by my family.

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356	06/13/2008 12:45:00	I am most in favor of the tuition waver and MATCH programs! I think allowing spouses, partners, and children of UNC employees to use an employee's 9 "free" hours is a WONDERFUL idea! This opportunity should not go to waste. Please make these ideas a re
357	06/13/2008 12:51:00	As a graduate and undergraduate student of a UNC system University, I feel that this would be a great benefit of people employed by the university and their family members. I am also currnetly employed by the university from which I recieved my Bachelo
358	06/13/2008 12:52:00	I think this is a wonderful idea. All of the private universities in the state either pay for dependents tuition or have reciprocity with other private schools where dependents can attend. I think this is long overdue since the cost of sending your kids t
359	06/13/2008 12:57:00	limiting to first time undergraduate is not helpful to me, my husband or children
360	06/13/2008 12:59:00	This is all a great idea. Even above the other great benefits I receive from UNC, this would really impact my loyalty as an employee.
361	06/13/2008 13:00:00	I am strongly in favor of the tuition waiver program for dependents or any combination of this or the match program
362	06/13/2008 14:43:00	The credits of tuition normally given to employees should accrue if they decide not to take courses, allowing more of the tuition of their dependents to be covered.
363	06/13/2008 13:03:00	I think this is a wonderful idea, one that benefits both the employees and their families of the UNC system, and the system itself, by ensuring that those who wish to engaged in higher education can do so with less of a financial burden. This serves the p
364	06/13/2008 13:14:00	I wholeheartedly support making the tutuition waiver available to employees families. I think the entire tuition for a semester should be available. I also think that you might consider a sliding scale that allows the lowest paid employees the largest b
365	06/13/2008 13:16:00	It is great to hear something is being done. I just hope it continues and expands on full benefits for tuititon. We pay enough for health care with little pay. Help us educate our kids. A great benefit that keeps on giving.

Staff Assembly Educational Benefits Survey

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366	06/13/2008 13:20:00	My child is a rising senior at a UNC system university and her entire education has been paid for with student loans. When she graduates, she will be deeply in debt. Her father and I have also incurred a great deal of debt with parent loans. It would be
367	06/13/2008 13:22:00	Consider a graduated discount program. Employees who make less will need more help paying tuition. While a 50% discount for everyone would be great, it may not be realistic.
368	06/13/2008 13:19:00	My two children both have UNC Chapel Hill degrees, so this program will not help me. It certainly would have been a big help five years ago!!!
369	06/13/2008 13:21:00	I wish there was a similar benefit to what Duke offers for employees that have worked a certain period of time.
370	06/13/2008 13:30:00	Think this is a great idea. It would have helped when my daughter was in school. I might suggest that the emphasis on the first degree is problematic. I can get the 9 hours even towards another advanced degree, and think that the same should be applied
371	06/13/2008 13:52:00	I feel that employees whose dependents qualify for financial aid should have tuition waived for their first degree.
372	06/13/2008 13:36:00	Excellent Programs! Wonderful opportunity for family and friends!
373	06/13/2008 13:33:00	I would like a tuition waver for family members. My personal funds are too limited to pay for additional education at this time.
374	06/13/2008 13:44:00	i believe children of employees should be able to attend UNC tuition-free.
375	06/13/2008 13:46:00	I think that this is a wonderful idea. I hope that these benefits will be made available to life partners of UNC employees. Since North Carolina law does not recognize marriages between people of the same sex, gay couples have not choice but to be "life
376	06/13/2008 14:07:00	I am heartily in favor of making college courses and college degrees available to bright, academically inclined and motivated people, young or not-so-young, who need financial assistance. However, I am not in favor of the current trend holding that every

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377	06/13/2008 14:03:00	I have to say that I don't really fully understand the proposed MATCH program. Maybe I missed something in reading the introductory material for the survey, but I would need more information about this. In an ideal world, I would prefer something like
378	06/13/2008 14:11:00	As many other universities offer dependent children options for free or reduced tuition if a parent works at the institution, UNC looks bad if they don't have a program like this. I feel they should endorse some perks for the children of employees. It wou
379	06/13/2008 14:14:00	As an educational institution, I think programs such as these demonstrate the value we place on education. Education is the key to open so many doors, so our investment in this effort will give back to society many times overs. If we believe in educatio
380	06/13/2008 14:09:00	I am very excited by these ideas, and grateful such opportunities are being considered.
381	06/13/2008 14:13:00	Although my husband and I and our children are past the point where we would be taking advantage of this program to earn a degree, I know my husband, who is semi-retired, would enjoy the opportunity to take courses. However, I have worked at a university
382	06/13/2008 14:13:00	I don't like the idea of prepaying the balance up to a year before classes begin. I would like to make a deduction of at least a day's pay per pay period when my daughter is in school.
383	06/13/2008 14:21:00	I would prefer the tuition waver program with the discounted tuition addition. That would allow a spouse or even a child to attend a UNC institution on a part time basis without a lot of extra expense and burden on the family.
384	06/13/2008 14:28:00	I think that any program that further develops the educational background of any employee or his/her dependent, spouse, or partner is a great idea!
385	06/13/2008 14:40:00	Most other universities in the country have had a long standing tuition waiver policy for family members of employees. I'm glad to see this idea is finally gaining traction, it really hurts this university when trying to attract high caliber staff and fa

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386	06/13/2008 14:39:00	I appreciate the consideration of these 3 programs...they indicate UNC's ongoing commitment to support the growth and development of the academic community and life long learning
387	06/13/2008 15:01:00	Thank you !
388	06/13/2008 15:52:00	This benefit would not be one that I would take advantage of because I have no children and my husband and I have advanced degrees. However, as a supervisor and manager, this would be a great benefit to offer staff (in an interview I had this week, the
389	06/13/2008 15:24:00	The tuition waiver and the reduced tuition for additional courses is the ideal situation. At that rate, I couldn't afford to NOT take classes!!
390	06/13/2008 16:03:00	When my daughter was a dependent, a tuition waiver/subsidy would have been extremely helpful for me, a single parent. She attended UNCG for one year, and is at UNC-CH now paying for her schooling through working part-time (at 27 she is no longer a depend
391	06/13/2008 16:05:00	Great idea. Thanks for working on it.
392	06/13/2008 16:29:00	I would agree to supporting the scholarship program only if the funds went to underrepresented students with financial need
393	06/13/2008 16:18:00	Thank you for advancing this effort - could be a great recruitment incentive for university prospective employees.
394	06/13/2008 16:39:00	During my previous employment at another state university, I was able to take advantage of an employee and spouse tuition waiver program and would have been eligible for a complete tuition remission program for my dependents if I had them at the time. Al
395	06/13/2008 16:48:00	The employee tuition waiver was in the top three reasons to work at ASU. I have two teens who will be college age in the next 3-5 years and would be delighted for them to attend ASU, though as out-of-state students, the current tuition is an obstacle. M
396	06/13/2008 16:46:00	I find that other states have similar or more generous plans in place, but N.C. has always been less than willing to pursue a program like this. My particular interest is in a tuition waiver program for faculty, staff dependents if attending ASU if one works
397	06/13/2008 16:58:00	Most universities have tuition waiver. It would be a reason for employees to stay here longer.

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398	06/13/2008 16:57:00	If this program is not implimented I think it is a lost oppportunity to gain and retain high quality staff members.
399	06/13/2008 17:01:00	This tuition waver program would be a great benefit to staff with dependent children.
400	06/13/2008 17:01:00	I think this benefit would attract and retain high quality staff and faculty. Many other universities now offer this benefit, and North Carolina must stay competitive with them.
401	06/13/2008 17:20:00	I'm pursuing a graduate degree to both further my education and for future advancement opportunities at my institution. I think that the MATCH program, or the option to extend the employee tuition reimbursement credits, should also include graduate degre
402	06/13/2008 17:32:00	I think this is a great first step toward encouraging more staff participation in education. I know colleagues at other institutions whose family/spouse/partner can attend tuition free. At least we're trying to offer more than is currently available.
403	06/13/2008 17:29:00	Many staff member would love to give the oppportunity of an affordable good college education to their children but due to the cost of living (medical insurance, gas, food etc) it makes it very difficult for hard working individuals to give this chance to
404	06/13/2008 18:06:00	Perhaps there could be a way to donate unused tuition wavers toward scholarships or to a specific individual (much like the state employee vacation leave donation system)?
405	06/13/2008 18:29:00	A great idea... UNC employees tend to be extraordinarily dedicated, on average, and most of those with whom I work tend to work far more than the requisite 40 hours per week... this would be a nice gesture and would certainly go a step toward developing a
406	06/13/2008 18:48:00	This would be a WONDERFUL benefit, esp. given rising higher education costs. It would also help with employee retention - significant given the retirement of the baby boomer generation. There will be plenty of competition for the next generation of empl

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407	06/13/2008 19:25:00	I think this is a wonderful idea and will go a long way to help with retention and recruitment of staff -- something that is overlooked way too much at UNC-CH (the issue is only ever discussed in the context of faculty). It may be too much to ask, but I'
408	06/13/2008 20:00:00	I would look at the educ benefit pkg provided to employees of Duke University and their family members. I think it's 4 years of free tuition. That would be the gold standard to aim for.
409	06/13/2008 21:28:00	Tuition waiver seemed like a great benefit when I started as an SPA employee. However, I soon learned how hard it was to cover key functions when colleagues took classes. That, plus having children and needing to put my time toward support of their activ
410	06/13/2008 23:45:00	Recommend tuition waver and MATCH program be implemented by 2009/2010 school year.
411	06/14/2008 01:56:00	I favor a tuition waver program. Have too little information to assess the MATCH program -- especially a pre-pay MATCH program. But, also has great potential.
412	06/14/2008 04:08:00	I am very appreciative to having the opportunity to take 9 hours of classes under the tuition waver. If this can continue, I will be very happy! I also believe that allowing some sort of discounted program for employee families is worthwhile - similar to
413	06/14/2008 13:15:00	My daughter attended ASU on a New River Light & Power Co. scholarship and an Academic Scholarship. My husband and I both were ASU employees at the time and felt it was a great priviledge for her to be awarded the scholarships. My husband was also gravel
414	06/14/2008 13:48:00	Tuition waivers are one of the real benefits of working for the system. My preference would be to see family tuition waivers and reductions IN ADDITION to those offered to employees. A second choice would be to assign my tuition waiver to a family member.
415	06/14/2008 15:35:00	I think this is a very positive idea and would represent a material improvement to our benefits package.
416	06/14/2008 20:52:00	I speak for all of us who are trying to figure out a way to pay for college for our children without having to quit our jobs at Carolina to go work for Duke. Please, Please, Please help us achieve the former without resorting to the latter.

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417	06/15/2008 11:53:00	These are very important benefits for a leading educational institution to provide to its employees.
418	06/15/2008 16:31:00	all great ideas!
419	06/15/2008 17:33:00	I think if a discount is offered it should be considered a different rate of discount by income level...helping those more who are having the hardest time affording a college education.
420	06/15/2008 18:21:00	Match program will provide a much needed break for state employees
421	06/15/2008 22:38:00	I think that the scholarship program is a very good one.
422	06/16/2008 12:31:00	This would be a fantastic idea! If I had taken the same job or a similar position at Duke or any private institution, part of my benefit package would have been tuition consideration for my children. This would allow my third child to attend college and
423	06/16/2008 12:39:00	I question whether this benefit would be legal, since it would not be available to other state citizens whose tax dollars provide most of the funding for state institutions. While the employee benefit has the potential to benefit the state, the child of
424	06/16/2008 12:46:00	All three programs are an unbelievably positive statement of North Carolina's commitment to ACCESS for all. I support all three programs and hope to see them enacted soon.
425	06/16/2008 12:47:00	I believe that these programs would be extremely beneficial in attracting and retaining the best staff and faculty to the UNC system.
426	06/16/2008 12:50:00	I didn't answer the question about how much the tuition should be discounted because I think there should be a sliding scale based on income. I can afford to pay the in-state tuition rate for my family, but I know that there are many who work for the UNC
427	06/16/2008 12:51:00	Other states provide these education benefits for their employees.
428	06/16/2008 13:07:00	Things to work out if you haven't already: To use the 9 hours free and the 9 hours at a discount, the limit of one course per semester would have to be lifted. Also, if my child is a full-time student & we want to use this benefit, how would it factor int
429	06/16/2008 13:16:00	Families should have a good chance to go to a good college for that education that we would have liked to have had when or as we grew up to be adults.

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430	06/16/2008 13:21:00	This is a wonderful idea. As institutions of higher education, we should work to ensure that any employee's child can obtain a degree. If this can't be fully implemented. I would agree with a sliding scale based on employee salary. Many UNC employees
431	06/16/2008 13:30:00	Please make this proposed benefit available to "Partners" in addition to "Spouses" since North Carolina does not currently allow same-sex couples to get "married" and therefore BECOME "Spouses". Otherwise, this would become yet another example of some UNC
432	06/16/2008 13:38:00	This would be a wonderful benefit. Both my spouse and my children would be so grateful for this opportunity. Thank you for considering it.
433	06/16/2008 14:10:00	When I was asked to interview at ASU, I considered it a strong downfall that there was no tuition reimbursement program for partners. Fortunately, other considerations led me to accept the position but I hope that in the future myself and my partner will
434	06/16/2008 13:47:00	Part of UNC's mission to serve the people of NC should include helping employees and their families further their education.
435	06/16/2008 13:53:00	I believe the tuition waver and MATCH program would be excellent and long overdue yet also inexpensive to fund benefits for UNC System employees.
436	06/16/2008 13:52:00	I really think as state employees it would be a nice perk to assist us in sending our children to state schools.
437	06/16/2008 13:51:00	I do not think the classes should be limited to undergraduate classes only.
438	06/16/2008 14:53:00	I think the proposed changes are a great idea!
439	06/16/2008 15:51:00	I think the current tuition waiver program is one of the best I've ever encountered. To allow it to be transfered to spouses, partners, and especially dependents would only make it more desirable and likely more widely used.
440	06/16/2008 16:45:00	Tuition costs continue to rise and yet our state salaries basically stay the same. For example, this year we may get a 1.5 raise with a \$1,000 bonus or a 2.75 raise. Interestingly the 2.75 is less than the 1.5! Also, neither one keeps up with the cost of
441	06/16/2008 17:10:00	This would mean a lot to us. As pay raises for state employees haven't kept up with expenses, this would help my son attend ASU.

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442	06/16/2008 17:37:00	The only thing about the MATCH program that concerns me is the idea that my son may decide to attend school elsewhere, outside of the UNC system. I don't want to contribute money until I know for sure that he is attending a UNC system school.
443	06/16/2008 17:47:00	I would have to know more about the criteria for the scholarship before I commit to donating a small sum to it.
444	06/16/2008 18:27:00	I think that if the benefit is extended to spouses it should also be extended to same-sex partners of UNC employees. If it does not, I will not provide any financial support of the program.
445	06/16/2008 19:48:00	I think the tuition fee waver program is wonderful. I am not sure if employees can do this, but I think it would be benefical to be able to take classes online at peer schools in the UNC system as well.
446	06/16/2008 19:56:00	I think that including spouses and partners is key. While I have children who could potentially make use of the expanded benefit, not all employees do. Also, not all employee children may choose to attend a UNC institution. It is important to make the
447	06/16/2008 20:30:00	The tuition waiver program has been an important benefit for me, providing significant professional development as I work toward an advanced degree. I believe offering it to dependents, spouses, and partners would be a beneficial addition that would make
448	06/16/2008 20:49:00	To make education available to ANY student is of course wonderful. It would make my future a lot brighter knowing that it could be financially possible for my children to be able to go to college
449	06/16/2008 21:34:00	Many universities in other states allow family members of staff/faculty to attend their institution at no cost. That is a great benefit. Allowing family members to attend at a discounted rate would be also be a great benefit and would assist with retent
450	06/17/2008 02:11:00	The tuition waiver program has been wonderful and helped me to finally complete my master's degree 12 years after I first started! I think a tuition waiver and discount program for dependents is an absolute necessity considering the less-than-competitive
451	06/17/2008 06:07:00	I would like to see UNC offer tuition waiver for dependant children and spouses/partners

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452	06/17/2008 12:44:00	I fully support the idea of those three programs.
453	06/17/2008 12:51:00	This would have been a wonderful benefit if you had implemented it at least 6 years ago when my older child began school. I would not owe nearly as much in education loans as I do for the education of my children and most people believe that employees of
454	06/17/2008 13:00:00	The cost of college (and everything else) is rising as the disposable income of most families is falling, while state employees get token raises at best. Let state employees accrue tuition benefits and apply them for their children's education.
455	06/17/2008 13:09:00	Whatever is implemented, the process should be fair/equitable/non-biased. The System also should place a cap on the number of individuals per family that would receive the benefits, e.g. not to exceed two legal dependents even if both parents are UNC empl
456	06/17/2008 13:46:00	State salaries are often not competitive with other employers, particualrry in the RTP area. Tuition programs for dependents have been shown to be a powerful retention tool that can, in part, compensate for lower salaries.
457	06/17/2008 14:21:00	for working parents who do not have time at the present to take advantage of tuition waiver benefits, this would be a very helpful alternative to provide this benefit to other family members. this would be a significant perk/benefit to encourage retentio
458	06/17/2008 18:14:00	Many other states already provide such programs, which make them more appealing in terms of overall benefits.
459	06/18/2008 13:37:00	I recently joined the UNC system and was shocked that no tuition benefits were available for dependents. Both institutions I worked for previously had great tuition benefits. I hope this can happen as it will affect my long-term decision to stay with the
460	06/18/2008 14:59:00	I think the tuition waver program is most important. If a dependent child attends a UNC school full time, I think they should be exempt from the full tuition amount. I've spent 24 years working at WCU and really feel this would be a worthwhile benefit.
461	06/18/2008 15:07:00	These are all great ideas that should be implemented to help the citizens of North Carolina achieve their educational goals, thus become better citizens and positively impact economic development in the state.

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462	06/18/2008 15:50:00	I THINK THAT THIS IS AN EXCELLENT IDEA. WITH THE HIGH COST OF EDUCATION, EVEN THOUGH A PARENT MAY HAVE A DEGREE, A FAMILY MEMBER COULD BE ABLE TO ACHIEVE AN EDUCATION IN THE STATE OF NC AT A REDUCED COST.
463	06/18/2008 15:51:00	Many US University allow spouse and children this same benefit and I am glad to see UNC is finally looking into this benefit.
464	06/18/2008 16:20:00	I think these would be a great way to encourage employee loyalty.
465	06/18/2008 17:26:00	An educated socieity is the cornerstone to a productive society.
466	06/18/2008 17:44:00	i HAVE BEING WAITING FOR A TUITION WAVIER PROGRAM, I THINK IF FAMILY WORKS FOR THE STATE THE DEPENDENTS SHOULD BE ABLE TO GO COLLEGE TUITION FREE
467	06/18/2008 17:47:00	N/A
468	06/18/2008 18:15:00	I think the tuition waiver program would be a great help to many families of UNC employees.
469	06/18/2008 20:36:00	The waiver is only beneficial if the needel/deliced courses are offered locally. For exaple, specialty degrees are almost impossible to obtain without being a local resident of the University: law, engineering, medical are not offered by ECSU and as such
470	06/19/2008 14:47:00	Some sort of tuition benefit, for children of employees AT LEAST, is literally ESSENTIAL. It is disgraceful that an institution of the size and stature of UNC doesn't currently address this. It puts UNC at a tremendous disadvantage for recruitment and r
471	06/19/2008 18:45:00	#9 vague - if by domestic partner you mean a common-law spouse or same-sex partner who is essentially married to the employee then I think the benefits should apply to them. If you mean something less than that, then I don't. #13 confusing - how can t
472	06/19/2008 19:18:00	I appreciate the tuition waiver plan that is in place and extending it to family would be a welcome benefit. Thank you for providing it.
473	06/20/2008 12:12:00	I prefer the Scholarship program.
474	06/23/2008 12:57:00	Over the years, there has been a great erosion of benefits of all kinds to state employees. If we are to attract and retain high quality employees, we need to be competitive in both wages and benefits.

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475	06/23/2008 13:54:00	Other colleges offer much more generous such benefits. At the U of Vermont, where my sister works, she gets free tuition for herself, her children, and her spouse (she takes a few courses every year, and her kids go full time). I don't know why UNC is so
476	06/23/2008 18:06:00	I am pleased that the tuition waiver and MATCH programs are being considered. I am not that interested in the scholarship program unless it is merit and not needs based. There are many needs based programs but few to benefit those who do not qualify (ye
477	06/23/2008 21:45:00	I am most in favor of tuition waivers, particularly for SPA staff members and their dependents as I feel that many of them are still not earning a living wage.
478	06/24/2008 16:15:00	Tuition waiver is an attraction for families and is an incentive for persons to stay in the system.
479	06/24/2008 16:51:00	Would be a wonderful benefit.
480	06/24/2008 16:50:00	In view of the UNC Tomorrow report, it is imperative that North Carolina citizens exercise every available option to ensure a more educated population.
481	06/24/2008 16:53:00	This is an excellent concept that would truly boost the employee moral and provide UNC Staff with additional benefits that is currently offered at so many private universties. It would assist with keeping good employees from going to private or other uni
482	06/24/2008 16:51:00	It would be nice to have time available from work to continue education. For example, be able to leave at 3:00 for a 4:00 class and not have to make up the time.
483	06/24/2008 16:49:00	I question the ability of "partners" to use the programs. This opens the programs up for potential abuse.
484	06/24/2008 16:51:00	No comment.
485	06/24/2008 17:07:00	The tuition waiver program and the MATCH program seem to be good options. However, the scholarship program is not attractive to me, if it is not guaranteed for my child to attend.

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486	06/24/2008 17:19:00	<p>This is an excellent idea and should be a great help to individuals and their family members.☺</p> <p>☺</p> <p>What happens if you leave the UNC Staff after: ☺</p> <ul style="list-style-type: none"> <li>* Making contributions to the Scholarship Program☺</li> <li>* Enrolment and completion of a Semester (hours)</li> </ul>
487	06/24/2008 17:13:00	<p>If there is a current program in place that helps dependent children of current UNC system employees attend a UNC college at a discounted rate then I have not been informed of such a program. If it is something that the state is considering then I think i</p>
488	06/24/2008 17:17:00	<p>I feel like it would be a great starter program.</p>
489	06/24/2008 17:23:00	<p>You will likely receive some responses from hellfire-and-damnation types who realize that "partner" could include a same-gender significant other or life partner. Please remember that although according to DOMA, a marriage is between a man and a woman, y</p>
490	06/24/2008 17:24:00	<p>I think they should give more semester hours credit.</p>
491	06/24/2008 17:26:00	<p>The system should advocate for a better educated workforce....that means....making it EASIER for people to become better educated.</p>
492	06/24/2008 17:44:00	<p>UNC has not provided family tuition discounts or waivers for employees of constituent universities, unlike any of 4 colleges (3 state) at which I previously worked. I, therefore, supported 4 children at NC state universities. Please consider a tuition d</p>
493	06/24/2008 19:40:00	<p>I recommend implementation of this initiative, in some form, as soon as possible.</p>
494	06/24/2008 17:46:00	<p>Why limit the benefit to spouse/partner/child? Why not permit the employee to designate a beneficiary? I have no kids, and my wife and I have PhDs. We'd love to give a benefit to our niece, but that wouldn't fly, based on how this was proposed in the s</p>
495	06/24/2008 17:50:00	<p>I think it would a great idea. However I think they should be additional credit given to the spouse &amp; family not the credits of the UNC system employee</p>

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496	06/24/2008 17:56:00	<p>1 Spouse/partner, dependent children, and UNC employees should be able to have ALL their tuition paid. This will keep employees around longer and make them happier. But the current benefit proposals are better than what we have now.☒</p> <p>☒</p> <p>2 For employees</p>
497	06/24/2008 18:23:00	<p>My more immediate concern, is giving a little special consideration to people who have dedicated their life to UNC and have talented children with high GPAs (over a 4.0) but not necessary to top 10% of their high school class. Their should be some extra c</p>
498	06/24/2008 18:26:00	<p>The 9 tuition hours per year does not balance out in many aspects. Some universities only accept 3 hours per semester, however, they do not accept tuition waivers during the summer, hence only allowing for 6 hours. This is in many regards contradicts the</p>
499	06/24/2008 18:30:00	<p>A think that all three options should be made available. Some SPA members can not afford to send their children to UNC schools without the benefit of scholarships.</p>
500	06/24/2008 19:21:00	<p>I don't think this program should be limited to people seeking their first undergraduate degree. I think it should be extended to all staff members who wish to further their education - whether on the M.A. level or the Ph.D/Terminal degree level.</p>
501	06/24/2008 20:20:00	<p>I strongly believe that staff and dependent children should receive waivers and/or tuition discounts.</p>
502	06/24/2008 22:33:00	<p>I very much like the idea of some kind of tuition discount for children, spouses, partners.</p>
503	06/25/2008 01:49:00	<p>This would be a good way to keep good staff in the system and it would be a good benefit.</p>
504	06/25/2008 13:15:00	<p>The tuition waver program should offer more than 9 credits a year. There should be a pool where faculty and staff are able use tuition waver from individuals that wish not to use any of the benefits.</p>
505	06/25/2008 20:40:00	<p>An overall to degree completion discount for UNC employees and their dependents might encourage more instate matriculation.</p>

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506	06/26/2008 21:00:00	Simply delighted about each of these opportunities. In some states, dependents receive full tuition waivers.
507	07/02/2008 11:13:00	None at this time
508	07/03/2008 13:26:00	I am so glad that you are including life partners in these proposed programs. It is about time that we become an inclusive and nationally-competative university system. Thank you!