**Employee Waiver Policy Stakeholder Proposal, December 19, 2019 [DRAFT!]**

**Background material, RCW, and analysis of recent enrollment and impact**

**Values and Goals:**

* We value professional development opportunities, life-long learning, and the educational attainment of Evergreen and other state and K-12 employees.
* We will exercise our tuition waiver authority within statutory requirements.
* We seek to clarify parameters for eligibility, develop reporting and tracking procedures that assist Evergreen staff in administering waivers, and comply with external reporting requirements.
* We seek to find a balance between opportunity and access for employees and financial viability.
* We seek a clear policy without unnecessary complexity, caveats, or administrative overhead in order to promote clarity and consistency of application of such policy for prospective students.

**Core Issues:**

* We are not administering employee waivers in compliance with state RCW.
* We have a high concentration of employees in a particular program and a discount rate for employees which are not sustainable.
* We are not reporting employee waivers accurately or completely for our own internal needs nor external reports to OFM.
* We do not have consistent internal practices for employee waivers.
* We need to draft a new Rule for the WAC that delineates Evergreen waiver authority for employee waivers and all other categories.

**RCW**[**28B.15.558**](http://app.leg.wa.gov/RCW/default.aspx?cite=28B.15.558)*[highlight emphasis added; 2019 revisions included]*

**Waiver of tuition and fees for state employees and educational employees—Report.**

(1) The governing boards of the state universities, the regional universities, The Evergreen State College, and the community and technical colleges may waive all or a portion of the tuition and services and activities fees for state employees as defined under subsection (2) of this section, teachers and other certificated instructional staff under subsection (3) of this section, and K-12 classified staff under subsection (4) of this section. The enrollment of these persons is pursuant to the following conditions:

(a) Such persons shall register for and be enrolled in courses on a space available basis and no new course sections shall be created as a result of the registration;

(b) Enrollment information on persons registered pursuant to this section shall be maintained separately from other enrollment information and shall not be included in official enrollment reports, nor shall such persons be considered in any enrollment statistics that would affect budgetary determinations; and

(c) Persons registering on a space available basis shall be charged a registration fee of not less than five dollars.

(2) For the purposes of this section, "state employees" means persons employed half-time or more in one or more of the following employee classifications:

(a) Permanent employees in classified service under chapter [**41.06**](http://app.leg.wa.gov/RCW/default.aspx?cite=41.06) RCW;

(b) Permanent employees governed by chapter [**41.56**](http://app.leg.wa.gov/RCW/default.aspx?cite=41.56) RCW pursuant to the exercise of the option under \*RCW [**41.56.201**](http://app.leg.wa.gov/RCW/default.aspx?cite=41.56.201);

(c) Permanent classified employees and exempt paraprofessional employees of technical colleges; and

(d) Faculty, counselors, librarians, and exempt professional and administrative employees at institutions of higher education as defined in RCW [**28B.10.016**](http://app.leg.wa.gov/RCW/default.aspx?cite=28B.10.016).

(3) The waivers available to state employees under this section shall also be available to teachers and other certificated instructional staff employed at public common and vocational schools.

(4) The waivers available under this section shall also be available to classified staff employed at public common schools, as defined in RCW [**28A.150.020**](http://app.leg.wa.gov/RCW/default.aspx?cite=28A.150.020), when used for coursework relevant to the work assignment or coursework that is part of a teacher preparation program.

(5) In awarding waivers, an institution of higher education may award waivers to eligible persons employed by the institution before considering waivers for eligible persons who are not employed by the institution.

(6) If an institution of higher education exercises the authority granted under this section, it shall include all eligible state employees in the pool of persons eligible to participate in the program.

(7) In establishing eligibility to receive waivers, institutions of higher education may not discriminate between full-time employees and employees who are employed half-time or more.

(8) Each institution of higher education that awards waivers under this section must report annually to the student achievement council with the number, type, and value of waivers awarded under this section in the prior academic year, and must compare this information with other tuition and fee waivers awarded by the institution.

**Additional consideration:** employee waivers administered under RCW 28B.15.558 are not included in the subgroup of state-supported waivers identified in RCW 28B.15.910 which apply to the 10% cap on waivers of operating revenue. Thus, fluctuation in the number of waivers under employee waiver statute (.558) do not directly impact the waiver budget available for state-supported waivers. Further, no state-supported FTE is generated by waivers administered under 28B.15.558, there is no cap on the total or percent of tuition dollars waived when abiding by the statutory parameters, and there is some flexibility on the administrative charge or portion of tuition waived.

<https://app.leg.wa.gov/RCW/default.aspx?cite=28B.15.910>

Pursuant to RCW 28B.15.067 Tuition fees, Evergreen’s policy does not offer State Classified Employee waivers in summer session, because summer is self-supporting enrollment.

### RCW [28B.15.067](http://app.leg.wa.gov/RCW/default.aspx?cite=28B.15.067)

(4) The governing boards of the state universities, regional universities, and The Evergreen State College; and the state board for community and technical colleges may reduce or increase full-time tuition fees for all students other than resident undergraduates, including nonresident students, summer school students, and students in other self-supporting degree programs. Percentage increases in full-time tuition may exceed the fiscal growth factor.

**Overview: Recent history of students served by all employee tuition waivers**

**(whether they fall within or outside of the parameters of RCW 28B.15.558)**

**4 different employee waiver categories appear in the tables.**

**STCL:** State Classified Registration rate code: 100% waiver, $30 admin fee, undergrad only.

**TESC:** Evergreen employee Registration rate code: 100% waiver, $30 admin fee, grad or undergrad.

**Undergrad Finaid Waiver**: Matriculated UG Evergreen employee; most are 100% waiver with $30 admin fee; however, a few taking more than 8 credits receive a 50% waiver.

**Graduate Finaid Waiver:** Matriculated GR-level Evergreen employee; most are 100% waiver with $30 admin fee; however, a few taking more than 8 credits receive a 50% waiver.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Fall 15** | **Winter 16** | **Spring 16** | **Summer 16** | **Unduplicated Headcount** |
| **STCL Rate (Non-Evergreen Empl.)** | **18** | **15** | **10** |  | **29** |
| **TESC Rate Evergreen Employee** | **7** | **6** | **4** | **15** | **21** |
| **Empl Undergrad Finaid Waiver** | **3** | **2** | **1** |  | **3** |
| **Empl Graduate Finaid Waiver** | **7** | **7** | **7** |  | **7** |
| **Total unduplicated students** | **35** | **30** | **22** | **15** | **56** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Fall 16** | **Winter 17** | **Spring 17** | **Summer 17** | **Unduplicated Headcount** |
| **STCL Rate (Non-Evergreen Empl.)** | **13** | **15** | **12** |  | **21** |
| **TESC Rate Evergreen Employee** | **2** | **3** | **9** | **19** | **28** |
| **Empl Undergrad Finaid Waiver** | **5** | **6** | **5** |  | **7** |
| **Empl Graduate Finaid Waiver** | **12** | **13** | **12** |  | **13** |
| **Total unduplicated students** | **32** | **37** | **38** | **19** | **57** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Fall 17** | **Winter 18** | **Spring 18** | **Summer 18** | **Unduplicated Headcount** |
| **STCL Rate (Non-Evergreen Empl.)** | **13** | **13** | **12** |  | **22** |
| **TESC Rate Evergreen Employee** | **4** | **3** | **7** | **26** | **33** |
| **Empl Undergrad Finaid Waiver** | **6** | **5** | **4** |  | **7** |
| **Empl Graduate Finaid Waiver** | **20** | **20** | **19** |  | **21** |
| **Total unduplicated students** | **43** | **41** | **42** | **26** | **72** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Fall 18** | **Winter 19** | **Spring 19** | **Summer 19** | **Unduplicated Headcount** |
| **STCL Rate (Non-Evergreen Empl.)** | **10** | **8** | **8** |  | **18** |
| **TESC Rate Evergreen Employee** | **7** | **6** | **7** | **17** | **24** |
| **Empl Undergrad Finaid Waiver** | **3** | **3** | **4** |  | **4** |
| **Empl Graduate Finaid Waiver** | **19** | **18** | **16** |  | **19** |
| **Total unduplicated students** | **39** | **35** | **35** | **17** | **54** |

**Evergreen Employee Waiver Analysis**

**Tuition dollars waived (and collected) from Evergreen employee waivers**

**(Regular Academic Year: Fall, Winter, Spring)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **AY 15-16** | **AY 16-17** | **AY 17-18** | **AY 18-19** |
| **Operating** | 64,968.90 | 116,266.60 | 157,732.20 | 150,836.00 |
| **Building** | 2,075.70 | 3,718.30 | 4,771.70 | 4,561.80 |
| **Services & Activities** | 5,100.00 | 9,200.40 | 11,835.20 | 11,275.20 |
| **Total tuition WAIVED** | **72,144.60** | **129,185.30** | **174,339.10** | **166,673.00** |
| **Total tuition COLLECTED** | **1,169.66** | **7,805.28** | **10,344.67** | **0** |
| **Administrative Fees Collected** | **1,290.00** | **1,800.00** | **2,340.00** | **2,430.00** |

**Differential program impact**

The Master of Public Administration (MPA) program is disproportionately affected by current Evergreen Employee waiver practices.

**Total Tuition Waived for Evergreen Employees by Program Area**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **AY 15-16** | | **AY 16-17** | **AY 17-18** | **AY 18-19** |
| **MPA** | **46,604** | | **79,505** | **126,476** | **117,234** |
| MES | 0 | | 17,881 | 15,394 | 18,954 |
| OLY Undergraduate | 25,541 | | 30,057 | 32,469 | 30,485 |
| Offsite Undergraduate | 0 | | 1,742 | 0 | 0 |
| **Total Tuition Waived** | **72,145** | **129,186** | | **174,339** | **166,673** |

*There is a separate statute under which Evergreen might opt to exercise authority for offering waivers to its own employees beyond those covered by RCW 25B.15.558. However, ONLY operating fees can be waived under this additional authority.*

**RCW**[**28B.15.915**](http://app.leg.wa.gov/RCW/default.aspx?cite=28B.15.915)

**Waiver of operating fees—Report.**

In addition to waivers granted under the authority of RCW [**28B.15.910**](http://app.leg.wa.gov/RCW/default.aspx?cite=28B.15.910), the governing boards of the state universities, the regional universities, The Evergreen State College, and the community and technical colleges, subject to state board policy, may waive all or a portion of the operating fees for any student. There shall be no state general fund support for waivers granted under this section.

By January 31st of each odd-numbered year, the institutions of higher education shall prepare a report of the costs and benefits of waivers granted under chapter 152, Laws of 2000 and shall transmit copies of their report to the appropriate policy and fiscal committees of the legislature.

**RCW 28B.15.915**

**RCW 28B.15.558**

Same institutional policy must apply to Evergreen and other State classified employees.

Enrollment does not count toward state FTE enrollment.

Administrative fee charged.

All tuition waived (operating, bldg., S&A).

All mandatory fees waived (transit, health, CAB, Clean Energy, new student).

Evergreen can choose to waive a portion of the OPERATING fee part of tuition for additional students. Waived operating dollars are not supported by the state.

Enrollment counts toward state FTE enrollment.

Evergreen can set OPERATING waiver level. CANNOT waive bldg./S&A portions of tuition.

All mandatory fees waived (transit, health, CAB, Clean Energy, new student).

**CURRENT PRACTICE: We are compliant with NEITHER .558 nor .915 waiver RCWs.**

**Different policy for Evergreen vs. other state employees.**

For Evergreen: Permit up to **8** credits; permit **graduate** level enrollment; permit **priority registration** (not space-available) for matriculated students.

For matriculated students in graduate or undergraduate study who register with standard student priority, **we are waiving NOT just Operating, but also Building, S&A**.

We have not established **parameters for how many** such students we can afford to serve at this level.

In policy, we also offer a TESD discount for Evergreen employees who are matriculated & taking 9-20 credits. They receive priority registration, and we are waiving 50% “of normal tuition” (oper, **bldg., & S&A**)

**Comparison Scenario: RCW compliance**

**If the only change we made to existing policy was to bring Evergreen employee waivers into compliance with the two RCW statutes, how different would waived tuition have been?**

In this scenario, only Evergreen employees taking 6 or fewer Undergraduate credits who are special students (NOT matriculated) have all tuition waived (operating, building, and S&A). This group of Evergreen employees receives the same benefit offered to other state classified and K-12 employees which brings practice in line with **RCW 28B.15.558**.

Thus*, all other* Evergreen employee waivers are administered within the bounds of **RCW 28B.15.915**. They are charged the appropriate amount of Building and S&A fees according to their credit load and level of study (UG or GR). In this first comparison scenario, if they are enrolled for 8 or fewer credits, they still pay zero operating dollars (to match current Evergreen policy). Pursuant to current policy, those enrolled for more than 8 credits receive the TESD 50% discount waiver; however, the 50% discount will apply only to the operating portion of tuition. This would bring existing practice into RCW compliance under statute 28B.15.915.

Over the past four regular academic years, if we had followed our own current policy AND aligned our practice with the appropriate RCW’s, the same enrollment level would have generated $75,862 more tuition dollars. There would be minimal impact on operating dollars, since in this scenario – following current internal practice – only employees taking more than 8 credits are charged 50% of operating, whereas all others are waived 100%. So, while this compliance adjustment helps to close some gap in Building and S&A tuition collections, it does not bring the waiver practice for Operating dollars towards a financially viable model, especially given the concentration of waivers in the MPA program.

|  |  |
| --- | --- |
| Operating Fee | $ 24,842.95 |
| Building Fee | $ 14,598.30 |
| Services & Activities Fee | $ 36,420.80 |
| Total additional tuition that would have been collected  when allocating discretionary Evergreen waivers under RCW 28B.15.915 | $ 75,862.05 |

**Options to consider**

**Option 1**. Expand our RCW 28B.15.558 employee waiver policy for State Classified and K-12 employees to match what we offer Evergreen Employees.

**RCW 28B.15.915**

**RCW 28B.15.558**

This approach, while it would bring our RCW…558 employee waivers into alignment for both Evergreen employees and other eligible state and K-12 employees, **does not seem feasible for enrollment, nor budget.** The Program Coordinator for EWS estimates that at least one-third of students who register for 8-credit EWS programs are current state employees, who, if space was available (which is almost always), would pay no tuition nor contribute to our state enrollment targets. Furthermore, the vast majority of MPA and many MES graduate students are employed in state agencies and would have little incentive to pay tuition rather than wait for space to be available. When the future iteration of MIT comes to fruition, it could include coursework or graduate certification series desirable to K-12 and other state employees who likewise would have little incentive to pay tuition rather than wait for available space.

**Option 2.** Continue the current STCL Rate level, credit limit, and mandatory space-available enrollment policy and ensure that only Evergreen employees who fall within those parameters receive the 100% waiver plus $30 admin fee rate. Then establish a policy under 28B.15.915 for how much discretionary waiver of Operating tuition to offer to Evergreen employees who fall outside the limitations of the State employee waiver program.

**RCW 28B.15.915**

**RCW 28B.15.558**

Within option 2, the level of operating discount (if any) and whether to cap the total number of students who can receive that discount would need to be established. If a cap is set, then parameters for selection should be stated.

**Option 3. Expand program eligibility within the Employee Waiver RCW beyond its current parameters**, but within reason, to avoid undermining the graduate programs and Evening Weekend Studies. Then move all other Evergreen employees to the discretionary waiver statute under an alternate Operating-only discount program similar to the existing 50% employee waiver.

**RCW 28B.15.915**

**RCW 28B.15.558**

Evergreen could opt to expand its State Employee waiver program to include some, but not all, graduate level offerings (such as up to 4 or 6 credits in courses). We can limit eligible curriculum, such that we could choose to *exclude Programs* and only make spaces available in Graduate *Courses* eligible for this program. Employees would not be able to obtain a master’s degree without matriculating and paying tuition, but they could take a professional development course or sample the graduate program via an elective course which could encourage them to pursue a degree at Evergreen. Evergreen employees could continue to take some graduate level work for 100% waiver plus an administrative fee; but when they take a higher credit load or enroll in the graduate Programs, they would move to the 50% operating (or other specified percent) waiver rate. The lower discount rate for Evergreen employees seeking graduate degrees might reduce the number of Evergreen employees taking advantage of this benefit, but that could also serve to increase diversity of workplace experiences and perspectives within program cohorts. The administrative fee for registration in Graduate courses could be set higher than the $30/quarter rate for undergraduate work in order to encourage higher stakes for student engagement.

Recent enrollment history shows that there are empty seats in courses, even with current class size of 15 students in graduate courses. [**Appendix B**](#AppendixB) provides a list of recent space-availability in Graduate courses as a point of reference.

**Summer School**

Per RCW 28B.15.067, Evergreen can set tuition rates for summer school and other self-sustaining programs. Under current policy, we do not extend State employee waivers to summer quarter; however, we do offer Evergreen employee waivers during summer. Currently, the same policy for Evergreen employees applies for summer as in the regular school year (under 8 credits at 100% waiver, undergrad and graduate level, and registration priority if admitted; for those over 8 credits, they receive the employee 50% waiver). As we make changes to policy and practice for the regular academic year, it is probably a good idea to match those changes for summer session in order to keep the policy as clear as possible.

**Summer 2019 Evergreen Employee Enrollment**

|  |  |  |  |
| --- | --- | --- | --- |
| **Program** | **Headcount** | **Tuition waived** | **Tuition collected** |
| MPA | 10 | $ 20,825.60 | 0 |
| MES | 1 | $ 1,301.60 | 0 |
| Undergraduate | 6 | $ 6,526.00 | 0 |
| **TOTAL Evergreen Employees** | **17** | **$ 28,653.20** | **0**  17@$30 admin fee =  $510 to Reg and Records |

Another consideration for summer session is whether Evergreen employees receiving the 100% waiver should be counted in enrollment when the Academic Dean of Summer School is determining whether to offer or cancel a particular class. At this time, if the employee was matriculated (thus registered early with priority), they could be present in enrollment counts at the time of assessing which classes will go forward. Based on the following exploration of how the employees distributed their enrollment, the courses they took all appeared to have had sufficient enrollment without their contribution to have been offered. The exception are the 7 graduate contracts, which would not have been offered without the employee’s enrollment in them, and for which faculty in summer session are paid per student.

**Explore curricular implications and distribution**

**The 10 MPA students enrolled in:**

* **6 ILCs** (“additional sections created?”; faculty paid per enrolled student for ILC/INT in summer)
* 2 in Grantwriting (which had total of 17 enrolled)
* 3 in Negotiation with Feminist Lens (which had a total of 19 enrolled)
* 5 in Practical Program Evaluation (which had total of 15 enrolled)
* 2 in Public Admin and Film (which had total of 15 enrolled)
* 1 in Public Speaking (which had total of 13 enrolled)

The one **MES** employee was taking only an **independent contract**.

The **undergraduate** employees enrolled in:

* 2 in Ceramics (which had a total of 21 enrolled)
* 1 in Printmaking (which had a total of 11 enrolled)
* 1 in Experimental Watercolor (which had a total of 12 enrolled)
* 1 in Negotiation with Feminist Lens (which had a total of 17 enrolled)
* 1 in Intro to Statistics (which had a total of 13 enrolled)
* 1 in Statistics and Research Design (which had a total of 17 enrolled)

**Issues to Address:**

* **Policy language updates to comply with 2019 statute revisions**: both the Evergreen employee waiver form and the WA State Employee waiver form need updates to eligibility criteria to align with 2019 RCW changes (eligibility definition was expanded).
* **Identify options for policy revision to administer employee waivers in accordance with respective statutes.** 
  + Bring the 28B.15.558 waivers into compliance
  + Determine how many and at what rate to offer waivers to Evergreen employees for graduate study, degree-seeking study, or enrollment over the credit limit established for all state employees under the purview of 28B.15.915
* **Consider whether enrollment caps or limits will be established and/or whether some types of curricular offerings will be excluded from the employee waiver program** (e.g. ILC, INT, or graduate programs, etc.). If a capped number of Evergreen employees will receive “full waiver,” then selection parameters should be established (will there be intersection with need or solely merit or first-come or longest on the waitlist or…)?
* **Consider whether the $30 administrative fee for the actual 28B.15.558 waivers warrants adjustment.** If some graduate level offerings are to be included in State Employee waiver, what will the administrative fee be?
* **Consider whether summer school (self-sustaining enrollment) Evergreen employee waiver practice is sustainable** (such as faculty pay and load assessment and foregone revenue) and recommend any revisions.
* **Rule-making**: File CR101 to the WA State Register that we intend to engage in rulemaking. Then field inquiries during the development of new rules with stakeholders. Once draft rule is prepared, file CR102 to move the draft rule change forward to adoption. This will be a new rule, as we have no existing rule to revise. The rule will use the UW’s as a model in that it will refer to the whole range of waiver statutes and authority, not solely the employee waiver.
* **Collective Bargaining Agreements**: Union/Management negotiations and updates regarding changes in practice and policy. Update the terms and conditions of the employee educational benefit present in the 3 union contracts.
* **Address implications of policy refinement for internal offices and processes**:
  + Application for admission, especially graduate program apps, (if we decide on an approach with a cap then we’ll need applicants to identify if they are Evergreen employees).
  + Clarify role of Graduate Directors/Assistant directors in terms of authorizing registration or pre-requisite criteria for non-matriculated employee enrollment in graduate curriculum.
  + Financial Aid updates to detail codes (especially distinguishing detail codes for the discrete types of employee waivers and ensuring that dollars waived via Registration Rate codes have complementary data on paid waiver amounts in the financial aid data). *What if Registration Rate Codes governed registration priority and eligibility, and all waivers were handled through financial aid detail codes which fed into Student Accounts for fee assessment?*
  + Student Accounts updates to detail codes and allocations
  + Curriculum coding consistency will need to be addressed should we opt for a course vs. program eligibility criteria, especially among Graduate offerings.
  + Reporting (internal and external); including clarity of process and infrastructure to keep procedures consistent and hopefully reduce individuals who must touch each case along the way. (Examples include: waiver summary reports as well as detail datasets which include all employee waiver types, TECM, alignment of any changes in internal coding with existing PCHEES waiver reporting, etc.)
  + Forms associated with requesting employee benefits
  + Inform HR, Faculty Hiring Office, other hiring managers, graduate program directors, and perhaps Academic Advisors and Admissions staff whose prior knowledge of employee educational benefits will no longer be up-to-date
  + Update any recruitment or new employee materials or web language which may reference such benefits
  + Confirm whether currently matriculated students will be “grandfathered” in terms of the administrative fee, such that the only change for AY 20-21 is that they will pay building and S&A fees per statute. Communicate with currently enrolled Evergreen employees regarding policy changes and how their tuition will be affected in AY 20-21. (See Appendix D).

**Appendix A: Cost comparison scenarios**

**Cost comparison scenarios (Based on AY 2019-20 rates)**

**Example Undergraduate Charges**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Credit load and level of study** | **Full cost for one quarter** | **RCW Compliance only:** Evergreen employee waivers outside of State Empl. policy ONLY have operating discount, not bldg. or S&A) | **Option 2: Use TESD 50% discount for all Evergreen employees who fall outside of standard employee benefit** | **Option 3: Expand State Empl benefit to include up to 4 credits in graduate Courses; then discount operating tuition 60%** for Evergreen employees over 6 UG or over 4 GR credits. |
| **4 credits UG** | 801.20 Operating  42.40 Building  90.00 S&A  **933.60 tuition**  200.00 mand. fees\*  **1133.60 total** | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. Rate 97.4%)* | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. Rate 97.4%)* | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. rate 97.4%)* |
| **6 credit UG** | 1201.80 Operating  63.60 Building  135.00 S&A  **1400.40 tuition**  218.50 mand. fees\*  **1618.90 total** | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. rate 98.1%)* | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. rate 98.1%)* | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. rate 98.1%)* |
| **8 credit UG** | 1602.40 Operating  84.80 Building  180.00 S&A  **1867.20 tuition**  237.00 mand. fees\*  **2104.20 total** | 30.00 Operating  84.80 Building  180.00 S&A  **294.80 tuition**  0.00 mand. fees\*  **294.80 total**  *(disc. rate 86.0%)* | 801.20 Operating  84.80 Building  180.00 S&A  **1066.00 tuition**  0.00 mand. fees\*  **1066.00 total**  *(disc. rate 49.3%)* | 640.96 Operating  84.80 Building  180.00 S&A  **905.79 tuition**  0.00 mand. fees\*  **905.79 total**  *(disc. rate 57.0%)* |
| **12 credits UG** | 2003.00 Operating  106.00 Building  225.00 S&A  **2334.00 tuition**  274.00 mand. fees\*  **2608.00 total** | 30.00 Operating  106.00 Building  225.00 S&A  **361.00 tuition**  0.00 mand. fees\*  **361.00 total**  *(disc. rate 86.1%)* | 1001.50 Operating  106.00 Building  225.00 S&A  **1332.50 tuition**  0.00 mand. fees\*  **1332.50 total**  *(disc. rate 48.9%)* | 801.20 Operating  106.00 Building  225.00 S&A  **1132.20 tuition**  0.00 mand. fees\*  **1132.20 total**  *(disc. rate 56.6%)* |

\*Mandatory fees include: Wellness, CAB, Late night Bus, Clean Energy, and Transit. Mandatory fee of $300 for New UG in their 1st quarter is NOT included in this comparison, but this fee is also waived for employees. Optional WASHPIRG and GSU fees are not included.

**Cost comparison scenarios (Based on AY 2019-20 rates)**

**Example Graduate Charges**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Credit load and level of study** | **Full cost for one quarter** | **RCW Compliance only:** Evergreen employee waivers outside of State Empl. policy ONLY have operating discount, not bldg. or S&A) | **Option 2: Use TESD 50% discount for all Evergreen employees who fall outside of standard employee benefit** *(which would be ANY grad level)* | **Option 3: Expand State Empl benefit to include up to 4 credits in graduate Courses; then discount operating tuition 60%** for Evergreen employees over 6 UG or over 4 GR credits. |
| **4 credits GR** | 1336.00 Operating  33.60 Building  90.00 S&A  **1459.60 tuition**  200.00 mand. fees\*  **1659.60 total** | 30.00 Operating  33.60 Building  90.00 S&A  **153.60 tuition**  0.00 mand. fees\*  **153.60 total**  *(disc. rate 90.7%)* | 668.00 Operating  33.60 Building  90.00 S&A  **791.60 tuition**  0.00 mand. fees\*  **791.60 total**  *(disc. rate 52.3%)* | 30.00 Operating  0.00 Building  0.00 S&A  **30.00 tuition**  0.00 mand. fees\*  **30.00 total**  *(disc. rate 98.2%)* |
| **6 credits GR** | 2004.00 Operating  50.40 Building  135.00 S&A  **2189.40 tuition**  218.50 mand. fees\*  **2407.90 total** | 30.00 Operating  50.40 Building  135.00 S&A  **215.40 tuition**  0.00 mand. fees\*  **215.40 total**  *(disc. rate 91.1%)* | 1002.00 Operating  50.40 Building  135.00 S&A  **1187.40 tuition**  0.00 mand. fees\*  **1187.20 total**  *(disc. rate 50.7%)* | 801.60 Operating  50.40 Building  135.00 S&A  **987.00 tuition**  0.00 mand. fees\*  **987.00 total**  *(disc. rate 59.0%)* |
| **8 credits GR** | 2672.00 Operating  67.20 Building  180.00 S&A  **2919.20 tuition**  237.00 mand. fees\*  **3156.20 total** | 30.00 Operating  67.20 Building  180.00 S&A  **277.20 tuition**  0.00 mand. fees\*  **277.20 total**  *(disc. rate 91.2%)* | 1336.00 Operating  67.20 Building  180.00 S&A  **1583.20 tuition**  0.00 mand. fees\*  **1583.20 total**  *(disc. rate 49.8%)* | 1068.80 Operating  67.20 Building  180.00 S&A  **1316.00 tuition**  0.00 mand. fees\*  **1316.00 total**  *(disc. rate 58.3%)* |

\*Mandatory fees include: Wellness, CAB, Late night Bus, Clean Energy, and Transit. Optional WASHPIRG and GSU fees are not included.

**Appendix B: Space-availability in Graduate Courses**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **FALL 2019** | |  |  |  |  |
| COURSE\_CODE | TITLE\_OFM | | enrolled | max | space avail |
| ADGIS | Advanced GIS | | 27 | 25 | -2 |
| CONSE | Conserving and Restoring Biodiversity | | 14 | 18 | 4 |
| ENVCS | Environmental Policy: Coastal/Shoreline Management and Planning | | 12 | 18 | 6 |
| ECORE | Restoration Ecology | | 17 | 18 | 1 |
| CHEBB | Check Your Bias at the Door | | 12 | 15 | 3 |
| CHEBI | Check Your Bias at the Door | | 14 | 15 | 1 |
| EDUPO | Education Policy | | 20 | 20 | 0 |
| EDUPB | Education Policy | | 14 | 15 | 1 |
| FEMAP | Feminist Approaches to Measurement & Evaluation Tacoma | | 15 | 15 | 0 |
| HUMAN | Human Resource Management | | 11 | 15 | 4 |
| ORGBB | Organizational Behavior | | 3 | 15 | 12 |
| ORGBT | Organizational Behavior Tacoma | | 26 | 27 | 1 |
| POLNL | Politics & the Nature of Leadership | | 9 | 15 | 6 |
| SOCWE | Social Welfare Policy | | 11 | 15 | 4 |
| TRIEC | Tribal Economics | | 20 | 25 | 5 |
|  | **Total Grad Course seats available** | |  |  | **48** |
| *no upper-div undergrads in any of these courses* | | | |  |  |

**FALL 2018**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| COURSE # | TITLE\_OFM | enrolled | | max | space avail | |
| ADGIS | Advanced GIS | 21 | | 15 | -6 | |
| CONBI | Conservation Biology | 12 | | 15 | 3 | |
| ECORE | Restoration Ecology | 20 | | 15 | -5 | |
| ENVED | Environmental Education: Theory and Practice | 10 | | 15 | 5 | |
| SCPOL | Science and Politics: Local Solutions to Environmental Problems | 18 | | 15 | -3 | |
| ADVRE | Advanced Research Methods | 22 | | 20 | -2 | |
| ALLBR | All the Bricks in the Wall: Implications of a Southern Border Wall | 9 | | 15 | 6 | |
| ETHLE | Ethics in Public Service | 8 | | 15 | 7 | |
| MANAO | Managing Organizations | 13 | | 15 | 2 | |
| NONTH | Nonprofit Theory and Practice | 15 | | 20 | 5 | |
| ORGBE | Organizational Behavior | 15 | | 15 | 0 | |
| PATSO | Path to Sovereignty | 26 | | 35 | 9 | |
| PUBLA | Public Law | 14 | | 15 | 1 | |
| SKILL | Skills for Agents of Change | 9 | | 15 | 6 | |
| VETPO | Veterans Policy | 15 | | 15 | 0 | |
|  | **Total Grad Course seats available** |  |  | | | **44** |

*count includes 1 upper-div undergrad in "Nonprofit Theory and Practice"*

**WINTER 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| COURSE # | TITLE\_OFM | enrolled | max | | space avail | |
| ENCOM | Environmental Communication | 10 | 18 | | 8 | |
| ENSOC | Environmental Sociology: Key Concepts and Methods | 14 | 18 | | 4 | |
| LANDC | Landscape Conservation, Management, and Design | 15 | 18 | | 3 | |
| STGIS | Special Topics in Advanced GIS | 15 | 18 | | 3 | |
| DEGIS | Demographics in Web GIS | 16 | 15 | | -1 | |
| DISRA | Dismantling Racism in the Public Sector | 17 | 15 | | -2 | |
| FOUPU | Foundations of Public Policy | 16 | 20 | | 4 | |
| GENVI | Gender and Violence and Public Policy | 18 | 15 | | -3 | |
| INTGO | Intergovernmental Relations | 21 | 25 | | 4 | |
| MARPU | Marketing for Public Service | 15 | 15 | | 0 | |
| NPDEV | Nonprofit Funding and Development | 13 | 15 | | 2 | |
| PROMT | Project Management | 12 | 15 | | 3 | |
| PUBFI | Public Finance | 14 | 20 | | 6 | |
|  | **Total Grad Course seats available** |  | |  | | **37** |

*count includes 9 upper-div UG in "Gender and Violence and Public Policy" course*

**SPRING 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| COURSE # | TITLE\_OFM | enrolled | | | max | space avail |
| AQECO | Aquatic Ecology | 9 | | | 18 | 9 |
| CLISO | Climate Solutions in a Diverse World | 13 | | | 18 | 5 |
| ENVPP | Environmental Justice: Politics and Policy | 9 | | | 18 | 9 |
| INGIS | Introduction to GIS | 24 | | | 22 | -2 |
| DEVMS | Developing Mediation Skills | 16 | | | 15 | -1 |
| EQUPA | Equity and Public Administration | 10 | | | 15 | 5 |
| FEMME | Feminist Approaches to Measurement and Evaluation | 13 | | | 15 | 2 |
| INTLA | International Administration | 6 | | | 15 | 9 |
| MKARL | Mental Karate for Leaders | 15 | | | 15 | 0 |
| PUBLA | Public Law | 18 | | | 15 | -3 |
| PUHEP | Public Health Policy | 20 | | | 20 | 0 |
| RUNNP | To Run a NonProfit | 14 | | | 15 | 1 |
| TRIOR | Tribal Organizations | 22 | | | 30 | 8 |
|  | **Total Grad Course seats available** |  |  | **48** | | |

*counts include 1 UG in "Aquatic Ecology," and 2 in "Intro to GIS"*

**Appendix C: Evergreen Employee Student Revenue Scenario Comparisons AY 18-19**

Note: these comparisons do not adjust the number of Evergreen employees enrolled nor their credit loads during AY 18-19. “Operating” does not include the $30 administrative fee.

**Undergraduate Tuition Revenue Scenarios**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Actual** | **RCW Compliance** only | **Option 2: All Evergreen employees outside of State empl policy at 50% operating waiver** | **Option 3: Expand State empl policy to include up to 4 GRAD course credits; other Evergreen employees beyond that level at 60% operating waiver** |
| **Operating Fee** | $ 0.00 | $ 0.00 | $ 7,041.60 | $ 5,633.28 |
| **Building Fee** | $ 0.00 | $ 885.80 | $ 741.60 | $ 741.60 |
| **Services & Activities Fee** | $ 0.00 | $ 1,857.60 | $1,555.20 | $ 1,555.20 |
| **Total UG tuition** | $ 0.00 | $ 2,743.40 | $ 9,338.40 | $ 7,930.08 |

**Graduate Tuition Revenue Scenarios**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Actual** | **RCW Compliance** only | **Option 2: All Evergreen employees outside of State empl policy at 50% operating waiver** | **Option 3: Expand State empl policy to include up to 4 GRAD course credits; other Evergreen employees beyond that level at 60% operating waiver** |
| **Operating Fee** | $ 0.00 | $ 0.00 | $ 62,312.80 | $ 44,968.00 |
| **Building Fee** | $ 0.00 | $ 3,181,60 | $ 3,181.60 | $ 2,870.00 |
| **Services & Activities Fee** | $ 0.00 | $ 8,380.80 | $ 8,380.80 | $ 7,560.00 |
| **Total**  **GR tuition** | $ 0.00 | $ 11,562.40 | $ 73,875.20 | $ 55,398.00 |

**Appendix D: Current matriculated (degree-seeking) Evergreen employees**

In order to assess issues of “grandfathering in,” it is helpful to know how many Evergreen employees are in the process of earning their degrees.

These students would have to follow RCW policy effective AY 20-21, thus any whose credit load or level falls outside of State Employee policy limitations would have to pay building and S&A tuition fees. However, the college could choose to exempt them from any new percent waiver policies or enrollment caps for another year.

There are 11 currently matriculated Evergreen employees who will (or may) continue to AY 20-21. One undergraduate, 5 who will be 2nd year MPA students, and 5 others who might become 3rd year MPA (if they don’t graduate this year).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Last Name | Level Code | Campus Code | Major Code | Admission Term | Status notes as of end of fall qtr 2019 |
| Z | **UG** | OLY | **UG** | 201810 | SR (144 cred earned) |
| B | GR | OLY | MPA | 201810 | 3rd year (56 cred earned) |
| K | GR | OLY | MPA | 201810 | 3rd year (54 cred earned) |
| M | GR | OLY | **MES** | 201810 | 3rd year (56 cred earned) |
| B | GR | OLY | MPA | 201910 | 2nd year |
| B | GR | OLY | MPA | 201910 | 2nd year |
| M | GR | OLY | MPA | 201910 | 2nd year |
| W | GR | OLY | MPA | 201910 | 2nd year |
| Z | GR | OLY | MPA | 201910 | 2nd year |
| C | GR | OLY | MPA | 202010 | 1st year |
| M | GR | OLY | MPA | 202010 | 1st year |
| M | GR | OLY | MPA | 202010 | 1st year |
| S | GR | OLY | MPA | 202010 | 1st year |
| W | GR | OLY | MPA | 202010 | 1st year |