

STAFF SENATE BILL/RESOLUTION #252

Title: Equitable Credit-Based Tuition Benefit for UW Staff and Faculty
Date: August 6, 2025 (first reading)
Author: Senator Jane Crayton
Sponsors: Senator Michala Drum, Senator Catherine Conard, President Jesse Grosinger

1 WHEREAS, the University of Wyoming currently offers a tuition benefit covering one course
2 per semester for benefits-eligible staff and faculty, regardless of the course's credit hour value;
3 and

4 WHEREAS, this policy does not account for the wide variation in credit hours across
5 disciplines—particularly in science, engineering, and technical fields where courses often require
6 3–6 credits due to lab, lecture, or discussion components—resulting in inequitable access to
7 professional development; and

8 WHEREAS, awarding tuition benefits based on a single course rather than credit hours leads to
9 inconsistent value across departments and unintentionally disadvantages employees pursuing
10 more credit-intensive coursework; and

11 WHEREAS, many peer R1 research institutions offer tuition remission based on credit hours
12 with defined semester or annual limits, creating a more equitable, transparent, and predictable
13 benefit structure;

14 THEREFORE, be it resolved, that the University of Wyoming Staff Senate formally
15 recommends that the university revise its employee tuition benefit policy to allow staff and
16 faculty to take up to six (6) credit hours per semester rather than limiting the benefit to a single
17 course, regardless of credit hour value.

18 BE IT FURTHER RESOLVED, that the Staff Senate encourages Human Resources, Academic
19 Affairs, and other relevant stakeholders to review and implement this policy change in a manner

20 that supports staff retention, morale, equity, and lifelong learning aligned with the mission of the
21 University of Wyoming.

Date of Passage: _____

**“Being enacted on _____, I do hereby sign my name hereto and approve this
Senate action.”** _____

Staff Senate President,

Addendum A

<insert information here>