MONTCLAIR STATE UNIVERSITY

University Senate

Recommendation that Employees' dependent children, spouses, and parties to a Civil Union be able to retain any scholarship, and aid received

November 16th, 2022, Approved by the University Senate

The University Senate recommends that employees' dependent children, spouses, and parties to a Civil Union retain their scholarship, grants, and other aid when applying the university's tuition waiver.

Rationale

The tuition waiver reimbursement is currently calculated by the university after applying any scholarships, grants, or other aid the student receives. While this reduces the cost of each waiver for Montclair State, it keeps the costs of going to college stagnate for the employees' dependent children, spouses, and parties to a Civil Union despite qualifying for grants, aid, and other scholarships.

Besides disincentivizing the student to apply for scholarships, this current policy does not account for costs beyond tuition. For instance, students need additional funding for living costs, travel, books, a computer, and other items required to be successful in class. If students are allowed to keep their scholarships and other financial aid money, they can defray these other costs with this money.

The current tuition waiver for employees' dependents, is set at 40% for managerial, CWA, & PBA employees' dependents, and 60% for AFT employees' dependants as per Provision #5, https://www.montclair.edu/human-resources/benefits/tuition-waivers/

Tuition waivers for employees' dependents are intended to support an institution's mission by providing additional incentives and means of recruiting and retaining qualified employees. However, as opposed to being a leader in this category, Montclair State University trails behind most fellow state post-secondary institutions as it already covers less tuition costs than other NJ schools. Montclair State is one of only three State Institutions that do not provide a 100% waiver.

Thus, Montclair State is inherently at a competitive disadvantage compared to other NJ schools by not covering full tuition, and this disadvantage is further compounded by a policy that actively prevents potential students from capitalizing on the full amount of financial aid granted to them. As it stands, the current policy seems not only short-sighted for the small amount of money that it likely saves Montclair State, but it also does not take into consideration the long-term costs of disincentivizing good students from working hard and taking advantage of the fruits of their labor via potential money that could be rightfully awarded to them.