Tuition Assistance Benefit  
Impacts of Semester Conversion

Tuition Assistance for Faculty and Staff

To support individuals in their pursuit of higher education, the university allows staff to enroll in university courses and/or degree-granting programs, and provides tuition assistance for up to ten credit hours of coursework per academic term for courses taken at Ohio State. The employee's first responsibility is to fulfill their job obligations, therefore, staff may not enroll for more than ten hours per term without prior express approval as specified in policy 2.35.

Tuition Assistance for Dependents

The program pays based on the dependent's fee schedule for only the instructional and general fees with tax implications.

A dependent of one eligible employee receives a 50% benefit up to a maximum of $3,000 per quarter or $4,500 per semester while a dependent of two eligible employees receives a 75% benefit up to a maximum of $4,500 per quarter or $6,750 per semester.

Changes with Semester Conversion

Currently, Dependent Tuition Assistance (DTA) benefits are available to each eligible dependent for the greater of either 12 total quarters or 200 credit hours of enrollment. When we switch to the semester calendar, we will change these limits to make the DTA benefit available to each eligible dependent for the greater of either 8 terms or 140 credit hours of enrollment. The new limits reflect a 2/3 conversion of the current quarter limits.

No change is being made to the per term limit of 10 credit hours. The logic behind keeping the credit hour maximum at 10 per semester is shown below in the following comparisons:

1. Credit Hours per quarter/semester

   - Under the **quarter** structure, the typical credit hour per class is **5 credit hours**
   - Under the **semester** structure, the typical credit hour per class will be **3 credit hours**
   - The current credit hour limit is set at **10 credit hours per quarter**
     - Allows employees to take 2 courses per quarter (assuming they were both 5 credit hours)
     - **2 courses per quarter = 6 total courses per year**
   - Leaving the credit hour limit at **10 credit hours per semester**
     - Will allow the employee to take 3 courses per semester (assuming they are all 3 credit hours)
     - **3 courses per semester = 6 total courses per year**

2. Contact Hours (amount of time spent in the classroom)

   - Quarters
     - 5 credit hours x 10 weeks per quarter for 48 minutes each = **2400 minutes spent in the classroom**
   - Semesters
     - 3 credit hours x 14 weeks per semester for 55 minutes per session = **2310 minutes spent in the classroom**

3. Typical Time to a Degree

   - 10 credit hours per quarter – currently it takes an employee **6 academic years** to graduate
   - 10 credit hours per semester will allow an employee to graduate in **6 academic years**
   - If we drop the credit hour limit to 8 it will increase the years in which our employees can graduate

   ➢ Because our interest is to provide the same or similar benefit to our employees under the semester calendar, the credit hour maximum will remain at 10 credit hours.