

***Collin County Community College District Board of Trustees***

2016-9-1f

September 27, 2016

Resource: Kim Davison

Sr. Vice President of Organizational Effectiveness

**TITLE:** Consideration of Approval of the Collin Employee Scholars Program

**DISCUSSION:** Consistent with Collin's Core Values of Learning and Academic Excellence, Board Policy DEB (Local) states, "The Board shall provide educational benefits for full-time College employees through a tuition reimbursement program described in the College's procedures and guidelines." In August 2014, the Board approved an enhanced tuition reimbursement benefit of \$800 per employee per academic year to take credit classes in pursuit of an undergraduate or a graduate degree. However, graduate tuition exceeds this amount and \$800 does not cover the cost of a course at any of our area state universities.

Pursuant to this policy, and in an effort to encourage and support Collin's employees in their pursuit of graduate degrees that will expand their knowledge, skills, and effectiveness in accomplishing their jobs at Collin, approval of an additional tuition reimbursement program is being requested. This new proposed program is called the "Collin Employee Scholars Program."

As outlined in the attached guidelines, if approved, the Collin Employee Scholars Program will provide reimbursement of up to \$7,500 per year for tuition and required fees for up to ten (10) full-time Collin College employees to pursue job-related graduate degrees from regionally accredited state institutions of higher education in Texas.

Eligibility criteria include:

- Employed by Collin College as a full-time employee
- A minimum of one year regular, full-time service with the college
- In good standing with no documented disciplinary action filed with human resources during the period of one year prior to scholarship application.

- Acceptance into a graduate degree program in administration, an academic field of study, or other job-related field. *Note: An employee may be seeking a graduate degree in hopes of a prospective assignment at Collin, but preference is given to employees seeking to improve effectiveness in the current position.*

Fostering employee development is a key tool in retaining top talent and ensuring that our employees are prepared for the new challenges before us as we grow to meet the needs of our students and communities as outlined in the College's Master Plan and Vision 2020 Strategic Plan. Approval of the Collin Employee Scholars Program will strengthen our employee knowledge and skills and bolster our organizational capacity to accomplish the goals before us.

**DISTRICT PRESIDENT'S  
RECOMMENDATION:**

The District President recommends approval of the Collin Emerging Scholars Program with tuition reimbursement of up to \$7,500 per employee for up to ten (10) employees per year, consistent with the program's procedures and guidelines, with program implementation upon approval.

**SUGGESTED MOTION:**

"Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the Collin Employee Scholars Program with tuition reimbursement of up to \$7,500 per employee for up to ten (10) employees per year, consistent with the program's procedures and guidelines, with program implementation upon approval."