Guide to Online Tuition Waiver
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition Waiver Guide</td>
<td>4</td>
</tr>
<tr>
<td>Overview</td>
<td>4</td>
</tr>
<tr>
<td>Introduction</td>
<td>4</td>
</tr>
<tr>
<td>Help</td>
<td>4</td>
</tr>
<tr>
<td>Tuition Waiver vs. Academic Assistance</td>
<td>4</td>
</tr>
<tr>
<td>Tuition Waiver process</td>
<td>5</td>
</tr>
<tr>
<td>Contents</td>
<td>5</td>
</tr>
<tr>
<td>Tuition Waiver Policies</td>
<td>6</td>
</tr>
<tr>
<td>Introduction</td>
<td>6</td>
</tr>
<tr>
<td>Employee eligibility requirements</td>
<td>6</td>
</tr>
<tr>
<td>Course eligibility requirements</td>
<td>6</td>
</tr>
<tr>
<td>Approval policy</td>
<td>6</td>
</tr>
<tr>
<td>Fees not covered</td>
<td>7</td>
</tr>
<tr>
<td>Taxation for [undergraduate] students</td>
<td>7</td>
</tr>
<tr>
<td>Taxation for [graduate] students</td>
<td>7</td>
</tr>
<tr>
<td>Change in employment status</td>
<td>9</td>
</tr>
<tr>
<td>Critical University policies</td>
<td>9</td>
</tr>
<tr>
<td>Tuition waiver allotment policy</td>
<td>11</td>
</tr>
<tr>
<td>Policy on courses with required labs</td>
<td>11</td>
</tr>
<tr>
<td>Drop policy</td>
<td>11</td>
</tr>
<tr>
<td>Misapplied tuition waiver policy</td>
<td>12</td>
</tr>
<tr>
<td>UNC Charlotte Faculty/Staff Textbook Loan policy</td>
<td>12</td>
</tr>
<tr>
<td>Tuition Waiver Procedures for the Employee</td>
<td>14</td>
</tr>
<tr>
<td>Introduction</td>
<td>14</td>
</tr>
<tr>
<td>Before you begin</td>
<td>14</td>
</tr>
<tr>
<td>How to have your admission fee waived</td>
<td>15</td>
</tr>
<tr>
<td>How to apply for [UNC Charlotte] tuition waiver and textbook loan</td>
<td>16</td>
</tr>
<tr>
<td>How to apply for tuition waiver at [other UNC system schools]</td>
<td>18</td>
</tr>
<tr>
<td>How to check the status of a request for tuition waiver</td>
<td>20</td>
</tr>
<tr>
<td>How to submit an approved tuition waiver to another UNC system school</td>
<td>21</td>
</tr>
<tr>
<td>How to drop an approved tuition waiver</td>
<td>22</td>
</tr>
<tr>
<td>Tuition Waiver Procedures for the Manager</td>
<td>23</td>
</tr>
</tbody>
</table>
Overview

Introduction

This guide was designed to consolidate and organize information about the tuition waiver program policies, process, and procedures for UNC Charlotte employees and their managers.

Help

If you have technical questions about online tuition waiver in Banner Self Service contact help@uncc.edu.

For answers to frequently asked questions about tuition waiver, visit the UNC Charlotte FAQ.

If you have questions about the tuition waiver program (i.e. the policies, processes, and/or procedures), visit Learning & Organizational Development or email hrtraining@uncc.edu.

Tuition Waiver vs. Academic Assistance

The University offers many options for employees to complete college-level coursework. Employees in full-time, permanent positions are granted three (3) tuition waivers per academic year. Additionally, departments may choose to pay for an employee’s tuition using the Academic Assistance program. The difference between the Tuition Waiver and Academic Assistance programs are described in the table below.

<table>
<thead>
<tr>
<th>IF…</th>
<th>FROM…</th>
<th>THEN…</th>
</tr>
</thead>
<tbody>
<tr>
<td>You want to take up to three courses within the academic year</td>
<td>from any of the 17 campuses within the UNC system</td>
<td>Use the Tuition Waiver program</td>
</tr>
<tr>
<td>You want to take more than three work-related courses within the academic year</td>
<td>from any of the 17 campuses within the UNC system and/or other qualified colleges or universities</td>
<td>Use the Academic Assistance program</td>
</tr>
<tr>
<td>You want to take work-related course(s)</td>
<td>from any qualified college or university, including the UNC system</td>
<td>Use the Academic Assistance program</td>
</tr>
</tbody>
</table>

Continued on next page
Overview, Continued

In 2018, UNC Charlotte launched an online tuition waiver process in Banner Self Service. As the table below illustrates, steps in the old process that required walking a paper form across campus to various departments for signatures have been eliminated.

<table>
<thead>
<tr>
<th>OLD Process</th>
<th>NEW Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Write the course name and code on a paper form</td>
<td>UNC Charlotte courses will automatically appear in Banner Self Service after enrollment.</td>
</tr>
<tr>
<td>Walk the form to the HR Office for verification of eligibility</td>
<td>Employee eligibility is confirmed automatically in Banner.</td>
</tr>
<tr>
<td>Walk the form to Student Accounts Office for application of waiver</td>
<td>Tuition waiver is routed automatically in Banner to Student Accounts for processing.</td>
</tr>
</tbody>
</table>

This Guide is divided into three major sections as listed in the table below.

<table>
<thead>
<tr>
<th>Topic</th>
<th>See Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition Waiver Policies</td>
<td>6</td>
</tr>
<tr>
<td>Tuition Waiver Procedures for the Employee</td>
<td>13</td>
</tr>
<tr>
<td>Tuition Waiver Procedures for the Manager</td>
<td>22</td>
</tr>
</tbody>
</table>
**Tuition Waiver Policies**

**Introduction**
This section of the guide describes the policies associated with the UNC Charlotte tuition waiver program.

In this context, “policies” are defined as pre-established rules, regulations, protocols, or statutes for which non-compliance results in consequences.

**Employee eligibility requirements**
The tuition waiver program is available to full-time, permanent faculty, EHRA, SHRA, and ROTC employees who:

- Are regularly scheduled to work 30 hours or more each week, 9 months of the year or longer,
- Meet normal work obligations and continue permanent employment status for the entire semester during which the course is taken, and
- Have been admitted to the UNC-system school and registered for course(s).

**Course eligibility requirements**
Any course, graduate certificate program, distance education and extension program within the UNC system that earns academic credit is eligible for tuition waiver.

However, continuing education workshops and seminars that provide continuing education units (CEU) are not eligible for tuition waiver.

**Note:** UNC Charlotte employees receive an employee discount for programs offered through Continuing Education. For additional information contact the Office of Continuing Education, Extended Academic Programs.

**Approval policy**
Waivers must be reviewed by the employee’s manager in Banner Self Service by the semester, so a new tuition waiver request must be completed each semester.

If the employee’s manager is on extended leave, the request will be sent to the manager of the employee’s manager.

*Continued on next page*
Tuition Waiver Policies, Continued

Fees not covered

UNC Charlotte employee/students are responsible for paying course or program fees, as well as matriculation fees.

Taxation for undergraduate students

Qualified tuition reduction is the amount of any reduction in tuition provided to an employee of an organization for education below the graduate level at a university. Gross income shall not include any qualified tuition reduction in accordance with IRC §117. Specifically, IRC §117(d)(2) states that any qualified tuition reduction provided to an employee of an educational institution for undergraduate courses is excludable from gross income.

<table>
<thead>
<tr>
<th>If ...</th>
<th>And ...</th>
<th>Then ...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualified tuition reductions are granted to an employee</td>
<td>the undergraduate courses are either job-related or not job-related</td>
<td>not taxed</td>
</tr>
</tbody>
</table>

Taxation for graduate students

Under IRC §127(a), graduate level tuition waivers provided by a university to its employees are excludable from taxation in the amount up to $5,250 per calendar year if the tuition waivers are provided as part of an educational assistance program described in IRC §127(b).

Tuition waiver or reduction provided over $5,250 is considered a taxable fringe benefit for income tax purposes, unless the education is necessary for the employee to maintain or acquire skills necessary for current employment or the education meets an explicit requirement by the employer, law, or regulations and, therefore, would qualify as a deductible business expense under IRC §162 had the employee paid the tuition himself.

Under IRC §117(d)(5), in the case of graduate students who are engaged in teaching or research activities at the educational institution, tuition reduction for graduate level education is considered qualified tuition reduction. This section applies only to teaching and research assistants who are graduate students and not faculty or staff engaged in research or teaching.

Continued on next page
### Taxation for graduate students, continued

<table>
<thead>
<tr>
<th>If Applied Tuition Waivers ...</th>
<th>And ...</th>
<th>Then</th>
</tr>
</thead>
<tbody>
<tr>
<td>value up to $5,250 per calendar year</td>
<td>the course(s) are either job related or not job related</td>
<td>Not taxed</td>
</tr>
<tr>
<td>exceed $5,250 in value per calendar year</td>
<td>the education is necessary for the employee to maintain or acquire skills for current employment or meets an explicit requirement by the employer, law, or regulations and, therefore, would qualify as a deductible business expense had the employee paid the tuition him/herself, or involves a graduate student (not faculty or staff) who is engaged in teaching or research activities at the educational institution</td>
<td>Not taxed</td>
</tr>
<tr>
<td>exceed $5,250 in value per calendar year</td>
<td>the education would not qualify as a deductible business expense under IRC §162 had the employee paid the tuition him/herself</td>
<td>Taxed</td>
</tr>
</tbody>
</table>
The employee must continue his or her permanent employment status and complete the full schedule of normal work obligations for the entire semester during which the course is taken. Termination or other changes in employment status which would make the employee ineligible under this policy or the Board of Governor’s Policy or Regulations will result in the employee being billed for the tuition and fees for the entire semester unless he or she has officially withdrawn from the class within the allowable time frame designated by the University.

The process for identifying separated UNC Charlotte employees using tuition waiver(s) is outlined in the table below.

<table>
<thead>
<tr>
<th>Stage</th>
<th>Who</th>
<th>Does What</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Manager</td>
<td>Initiates employment status change in Banner.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>If separating employee is using tuition waiver for...</td>
</tr>
<tr>
<td></td>
<td></td>
<td>UNC Charlotte courses                                                                           See Stage 2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>non-UNC Charlotte courses                                                                       See Stage 3</td>
</tr>
<tr>
<td>2</td>
<td>UNC Charlotte Bursar’s Office</td>
<td>Runs a weekly report from Banner to identify separated employees using tuition waiver for UNCC courses and removes the tuition waiver which sweeps the employee into the regular student billing procedures.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Note: If the separated employee does not pay the amount due, they are sent to collections.</td>
</tr>
<tr>
<td>3</td>
<td>UNC Charlotte ITS</td>
<td>Runs a daily report from Banner to identify separated employees using tuition waiver for non-UNCC courses and sends the pertinent information to HR/LOD.</td>
</tr>
<tr>
<td>4</td>
<td>HR/LOD</td>
<td>Notifies the Student Accounts Office of the separated employee’s attending institution with the following pertinent information:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Name</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Subject</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Course number</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Course title, and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Separation date</td>
</tr>
</tbody>
</table>

Employees and their managers who use the tuition waiver benefit should carefully and thoroughly read and abide by University Policy 101.1, Tuition Privileges for Certain Faculty and Staff including all of the “Related Resources” at the bottom of the page.
Tuition waiver allotment policy

If you are interested in taking classes or earning a degree at one of the other schools in the UNC system, contact the school’s admissions office to follow their specific guidelines. Contact the school’s Student Accounts Office to learn where and how to remit tuition waiver for payment.

UNC Charlotte employees are entitled to apply for tuition waiver for up to three courses during the academic year - defined as fall, spring, and summer terms.

As pictured in the table below, no more than two waivers may be used during either the fall or spring semester, and only one waiver may be used between spring commencement and the first day of classes for the following fall semester.

<table>
<thead>
<tr>
<th>Options</th>
<th>Fall</th>
<th>Spring</th>
<th>Summer</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>2 waivers</td>
<td>1 waiver</td>
<td>0</td>
</tr>
<tr>
<td>B</td>
<td>1 waiver</td>
<td>2 waivers</td>
<td>0</td>
</tr>
<tr>
<td>C</td>
<td>1 waiver</td>
<td>1 waiver</td>
<td>1 waiver</td>
</tr>
<tr>
<td>D</td>
<td>2 waivers</td>
<td>0</td>
<td>1 waiver</td>
</tr>
<tr>
<td>E</td>
<td>0</td>
<td>2 waivers</td>
<td>1 waiver</td>
</tr>
</tbody>
</table>

Note: Employees who wish to take more than three courses during the academic year, may wish to explore the Academic Assistance program.

Policy on courses with required labs

If the course requires a lab that must be taken during the same semester, one tuition waiver will be applied. However, if the course and lab may, and are taken separately (during different semesters), then two tuition waivers will be applied.

Drop policy

This policy describes how an approved tuition waiver is applied (i.e. counted against the allotment of three per academic year) when a course and/or a waiver are dropped.

- The course should be dropped within the designated drop/add (D/A) period for that particular semester and school. Since all UNC system schools have different D/A dates and deadlines, it is important to consult the academic calendar for the school in which you are enrolled.
- If a UNC Charlotte course is dropped before the D/A deadline, the tuition waiver will also be automatically dropped (not applied) in Banner Self Service.

Continued on next page
### Drop policy, continued

The table below illustrates several other possible drop scenarios.

<table>
<thead>
<tr>
<th>IF ...</th>
<th>And ...</th>
<th>Then ...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course is dropped</td>
<td>Tuition waiver is dropped</td>
<td>Tuition waiver is</td>
</tr>
<tr>
<td>Before</td>
<td>After Not dropped</td>
<td>Before</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
</tbody>
</table>

See Misapplied tuition waiver policy

### Misapplied tuition waiver policy

Any employee who intentionally misapplies or falsely reports their allotment of tuition waivers will be considered to have violated University Policy 804, Standards of Ethical Conduct and may be subject to review and potential discipline.

### UNC Charlotte Faculty/Staff Textbook Loan policy

UNC Charlotte employees applying for tuition waiver may also take advantage of the Faculty/Staff Textbook Loan (FSTL) program which waives $200 from the full purchase price of required textbooks per course. The employee is responsible for paying any amount over the $200 per course waiver. This amount must be paid by cash, check, 49er card, or credit card when the textbook(s) is/are collected.

#### Example:

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$350</td>
<td>Full purchase price</td>
</tr>
<tr>
<td>-$200</td>
<td>FSTL waiver</td>
</tr>
<tr>
<td>$150</td>
<td>Out of pocket expense for employee</td>
</tr>
</tbody>
</table>

Continued on next page
However, all textbooks remain the property of the FSTL program, and borrowed textbook(s) must be returned in satisfactory condition to the UNC Charlotte Barnes & Noble campus store:

- three business days following the end of final exams,
- upon withdrawal from the course, or
- following separation from employment...

...whichever comes first. Failure to do so will result in the “full purchase price” of the textbook(s) being deducted in a lump sum from the employee’s next pay stub.
Tuition Waiver Procedures for the Employee

Introduction

The tuition waiver program provides an opportunity for eligible employees to have tuition waived for a course taken at UNC Charlotte or any other university within the University of North Carolina system. Participation is voluntary and employees may take courses for professional or career development. This section of the guide is designed to guide employees through how to apply for tuition waiver.

In this context, “procedures” are defined as the pre-established steps an employee takes to complete an action.

Before you begin

Before you begin the tuition waiver application process, there are four stages through which you will navigate:

Stage 1 - Explore
- If you need guidance on the college application process at UNC Charlotte, contact the Office of Adult and Evening Services (OASES).
- If you are interested in taking classes or earning a degree at one of the other schools in the UNC system, contact the school’s admissions office to follow their specific guidelines.

Stage 2 - Apply
- Submit an application to the university of your choice through the Undergraduate Admissions or Graduate Admissions office, and be accepted.

Stage 3 - Enroll
- After you have been accepted, register for course(s) according to the tuition waiver use policy.

Stage 4 - Schedule
- Meet with your manager to discuss your plans. If the specific course(s) you plan to take has a class meeting time that conflicts with your work schedule, work with your manager to create an alternate work schedule, if possible.

Continued on next page
If you apply for admission to a UNC system school other than UNC Charlotte, contact that school’s Admissions Office to inquire about having the admissions fee waived.

WHILE completing your application for admission to UNC Charlotte, you will encounter an admission fee. BEFORE you click the final Submit/OK button, follow the steps in the table below to request that your admission fee be waived.

<table>
<thead>
<tr>
<th>If ...</th>
<th>Then ...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applying for Undergraduate Admissions at UNC Charlotte</td>
<td>Contact <a href="mailto:barbara.seyter@uncc.edu">barbara.seyter@uncc.edu</a> to have your admission fee waived.</td>
</tr>
<tr>
<td>Applying for Graduate or Post-Baccalaureate Admissions at UNC Charlotte</td>
<td>Contact <a href="mailto:maryannemaree-sams@uncc.edu">maryannemaree-sams@uncc.edu</a> to have your admission fee waived.</td>
</tr>
</tbody>
</table>
After you have enrolled in a course at UNC Charlotte, follow the steps outlined in the table below to apply for tuition waiver and/or the Faculty/Staff Textbook Loan (FSTL) program.

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log in to My UNCC</td>
</tr>
<tr>
<td>2</td>
<td>Under the Employee Quick Links banner, click on the Banner Self Service icon as pictured below.</td>
</tr>
<tr>
<td>3</td>
<td>Click on the Employee tab on the right as pictured below.</td>
</tr>
<tr>
<td>4</td>
<td>Click on Tuition Waiver-Request</td>
</tr>
<tr>
<td>5</td>
<td>Select the button marked Click Here for UNC Charlotte Courses</td>
</tr>
<tr>
<td>6</td>
<td>Click the drop-down arrow to select the term for which you want to apply tuition waiver and click OK</td>
</tr>
<tr>
<td>7</td>
<td>Result: A confirmation page will display your manager’s name. Review the manager relationship and follow the logic outlined in the table below.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If...</th>
<th>Then...</th>
</tr>
</thead>
<tbody>
<tr>
<td>The correct manager’s name is displayed</td>
<td>Click the button labeled Confirm.</td>
</tr>
<tr>
<td>The correct manager’s name is NOT displayed</td>
<td>Click the Not My Manager button and an email will be sent to you to forward to your manager so that they may correct the reporting relationship in NinerTalent.</td>
</tr>
</tbody>
</table>

**Important:** Please allow time for the correction to be made before proceeding with your request for tuition waiver.
### Tuition Waiver Procedures for the Employee, Continued

**How to apply for UNC Charlotte tuition waiver and textbook loan, continued**

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Click the box next to the course(s) for which you want to apply tuition waiver(s).</td>
</tr>
<tr>
<td>9</td>
<td>Read all of the text on the page and open the hyperlinks, then follow the logic outlined in the table below.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If...</th>
<th>Then...</th>
<th>And Then</th>
</tr>
</thead>
<tbody>
<tr>
<td>You are taking a graduate level course</td>
<td>Read the IRS tax exemption hyperlink</td>
<td>and answer <strong>Yes</strong> or <strong>No</strong>.</td>
</tr>
<tr>
<td>You want to take advantage of the textbook loan program</td>
<td>Click the box marked <strong>I would like to take advantage of the Textbook Loan Program</strong></td>
<td><strong>Click OK</strong>.</td>
</tr>
<tr>
<td>You don’t want take advantage of the textbook loan program</td>
<td><strong>Click OK</strong>.</td>
<td></td>
</tr>
<tr>
<td>You want to learn more about the textbook loan program</td>
<td>Click the hyperlink marked <strong>Textbook Loan Program</strong> and click <strong>OK</strong></td>
<td>Result: the <strong>Textbook Loan Agreement</strong> page will display. Click the box to select the course(s) for which you want to use the textbook loan program.</td>
</tr>
</tbody>
</table>

10  **Click OK** to complete the transaction

*Continued on next page*
How to apply for tuition waiver at other UNC system schools

After you have enrolled in a course at an UNC system school other than UNC Charlotte, follow the steps outlined in the table below to apply for tuition waiver.

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log in to <strong>My UNCC</strong></td>
</tr>
<tr>
<td>2</td>
<td>Click on the <strong>Banner Self Service</strong> icon as pictured below</td>
</tr>
<tr>
<td>3</td>
<td>Click on the <strong>Employee</strong> tab as pictured below.</td>
</tr>
<tr>
<td>4</td>
<td>Click on <strong>Tuition Waiver-Request</strong></td>
</tr>
<tr>
<td>5</td>
<td>Select the button marked <strong>Click Here for non-UNC Charlotte Courses</strong></td>
</tr>
<tr>
<td>6</td>
<td>Click the drop-down arrow to select the term for which you want to apply tuition waiver and click <strong>OK</strong></td>
</tr>
<tr>
<td>7</td>
<td>Result: A confirmation page will display your manager’s name. Review the manager relationship and follow the logic outlined in the table below.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If...</th>
<th>Then...</th>
</tr>
</thead>
<tbody>
<tr>
<td>The correct manager’s name is displayed</td>
<td>Click the button labeled <strong>Confirm</strong>.</td>
</tr>
<tr>
<td>The correct manager’s name is NOT displayed</td>
<td>Click the <strong>Not My Manager</strong> button and an email will be sent to you to forward to your manager so that they may correct the reporting relationship in NinerTalent.</td>
</tr>
</tbody>
</table>

**Important**: Please allow time for the correction to be made before proceeding with your request for tuition waiver.

*Continued on next page*
### Tuition Waiver Procedures for the Employee, Continued

**How to apply for tuition waiver at other UNC system schools, continued**

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Click the drop-down arrow to select the UNC system school in which you are enrolled.</td>
</tr>
<tr>
<td>9</td>
<td>Enter the course information as outlined in the table below.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If ...</th>
<th>Then ...</th>
<th>And then...</th>
</tr>
</thead>
<tbody>
<tr>
<td>the course is online</td>
<td>enter Online in the field marked Class Meeting Time (Days or Online)</td>
<td>and N/A in the fields marked Start Time and End Time.</td>
</tr>
<tr>
<td>the course meets during your regular scheduled work hours</td>
<td>enter the days of the week and meeting times in the fields marked Class Meeting Time (Days or Online)</td>
<td>meet with your manager to discuss an alternate work schedule, if possible</td>
</tr>
</tbody>
</table>

10 Click **OK** to complete the transaction.

**Important:** After your manager has approved your tuition waiver, proceed to **How to submit an approved tuition waiver to another UNC system school.**

*Continued on next page*
Tuition Waiver Procedures for the Employee, Continued

How to check the status of a request for tuition waiver

You may check Banner Self Service to see whether or not your manager has approved your request. Follow the steps in the table below to check the status of your tuition waiver(s).

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log in to My UNCC</td>
</tr>
<tr>
<td>2</td>
<td>Click on Banner Self Service</td>
</tr>
<tr>
<td>3</td>
<td>Click on the Employee tab</td>
</tr>
<tr>
<td>4</td>
<td>Click on Tuition Waiver-View Status</td>
</tr>
<tr>
<td>5</td>
<td>Select the academic year from the drop-down menu and click OK</td>
</tr>
<tr>
<td>6</td>
<td>Look for the column labelled Manager Review Status and use the table below to interpret the result.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If ...</th>
<th>Then ...</th>
<th>And then...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pending</td>
<td>your manager has not yet processed the request</td>
<td>remind him/her to do so.</td>
</tr>
<tr>
<td>Approved</td>
<td>your manager has approved the request</td>
<td>celebrate!</td>
</tr>
<tr>
<td>Denied</td>
<td>schedule a meeting with your manager to discuss why the request was denied.</td>
<td></td>
</tr>
</tbody>
</table>

Continued on next page
The statutes, policies and administrative regulations governing tuition waiver permit each UNC system school to implement the waiver of tuition and fees at their discretion.

IMPORTANT: UNC Charlotte’s online tuition waiver system in Banner Self Service is not connected to other UNC system schools. It is the employee/student’s responsibility to contact the attending university’s Registrar’s Office or Student Accounts/Bursar’s Office to learn where/how to submit documentation of the approved tuition waiver for payment.

Follow the steps listed below to submit your approved tuition waiver confirmation to a non-UNC Charlotte school for payment.

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log in <strong>My UNCC</strong></td>
</tr>
<tr>
<td>2</td>
<td>Click the <strong>Banner Self Service</strong> icon</td>
</tr>
<tr>
<td>3</td>
<td>Click on the <strong>Employee</strong> tab</td>
</tr>
<tr>
<td>4</td>
<td>Click on <strong>Tuition Waiver-View Status</strong></td>
</tr>
<tr>
<td>5</td>
<td>Select the academic year from the drop-down menu and click <strong>OK</strong></td>
</tr>
<tr>
<td>6</td>
<td>Look for the column labelled <strong>Manager Review Status</strong> and use the table below to interpret the result.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If ...</th>
<th>Then ...</th>
<th>And then...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pending</td>
<td>your manager has not yet processed the request</td>
<td>remind him/her to do so.</td>
</tr>
<tr>
<td>Approved</td>
<td>your manager has approved the request</td>
<td>Print the screen and submit it to the non-UNC Charlotte School as directed to have your approved tuition waiver applied.</td>
</tr>
<tr>
<td>Denied</td>
<td>schedule a meeting with your manager to discuss why the request was denied.</td>
<td></td>
</tr>
</tbody>
</table>

Continued on next page
Tuition Waiver Procedures for the Employee, Continued

How to submit an approved tuition waiver to another UNC system school, continued

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Print the screen or save it as a pdf and follow the instructions provided by the school you are attending to submit your approved tuition waiver form for payment.</td>
</tr>
</tbody>
</table>

How to drop an approved tuition waiver

For policy information about dropping courses and tuition waivers, see Policy on dropping a tuition waiver. When a UNC Charlotte course is dropped before the drop/add deadline, the waiver will be automatically dropped as well. Follow the steps in the table below to drop an approved tuition waiver for a non-UNC Charlotte course.

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log in to My UNCC</td>
</tr>
<tr>
<td>2</td>
<td>Click on Banner Self Service</td>
</tr>
<tr>
<td>3</td>
<td>Click on the Employee tab</td>
</tr>
<tr>
<td>4</td>
<td>Click on Tuition Waiver-Request</td>
</tr>
<tr>
<td>5</td>
<td>Select the button marked Click Here for non-UNC Charlotte Courses</td>
</tr>
<tr>
<td>6</td>
<td>Select the academic year from the drop-down menu and click Submit</td>
</tr>
<tr>
<td>7</td>
<td>Click to select the radio button(s) next to the non-UNC Charlotte course(s) for which you want to drop the tuition waiver request</td>
</tr>
<tr>
<td>8</td>
<td>Click Submit</td>
</tr>
<tr>
<td>9</td>
<td>Click OK</td>
</tr>
</tbody>
</table>
Tuition Waiver Procedures for the Manager

Introduction

The tuition waiver program provides a benefit for eligible employees to have tuition waived for a course taken at UNC Charlotte or any other university within the University of North Carolina system. Employee participation is voluntary and they may take course(s) for professional or career development.

This section of the guide is designed to guide managers through the procedure for reviewing an employee’s online request for tuition waiver.

In this context, “procedures” are defined as the pre-established steps an individual takes to complete an action.

The manager’s role and responsibilities

Managers bear responsibility for encouraging and supporting professional development of their direct-reports. In doing so, they are responsible for following University Policy 101.1 (tuition privileges for certain faculty and staff) and University Policy 501 (non-discrimination). The annual performance appraisal goal setting process is an ideal time to discuss professional development such as tuition waiver.

Employees are encouraged to tell you about the specific course(s) they plan to take, and, if the class meeting schedule conflicts with their regular work schedule, to work with you to create an alternate work schedule, if possible.

If the manager is on leave

If you are on extended leave, tuition waiver requests from your direct-reports will automatically be sent to your manager. Please prepare your manager or interim delegate for this responsibility by sharing this guide with them.

Continued on next page
The online tuition waiver process is based on reporting relationships in Banner. If the reporting relationship has not been updated, the employee’s request for tuition waiver will be routed to the wrong manager. To make the adjustment, direct the correct manager to follow the steps in the table below.

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Login to NinerTalent</td>
</tr>
<tr>
<td>2</td>
<td>Select Position Management</td>
</tr>
<tr>
<td>3</td>
<td>Select Initiator</td>
</tr>
<tr>
<td>4</td>
<td>Select Position Descriptions</td>
</tr>
<tr>
<td>5</td>
<td>Select the employee’s position and follow the steps below.</td>
</tr>
<tr>
<td></td>
<td><strong>If ... Then ...</strong></td>
</tr>
<tr>
<td>SHRA</td>
<td>Click Update Position Description</td>
</tr>
<tr>
<td>EHRA Non-Faculty</td>
<td>Click Modify Position Description</td>
</tr>
<tr>
<td>Faculty</td>
<td>Click Faculty Modify Position</td>
</tr>
<tr>
<td>6</td>
<td>In the Reason For Action field, click to select Supervisor Change</td>
</tr>
<tr>
<td>7</td>
<td>In the Position Change Summary field, specify name and position number of new supervisor, and click Next</td>
</tr>
<tr>
<td>8</td>
<td>On the Supervisory Position tab, search for supervisor name and click the radio button beside the new manager’s name</td>
</tr>
<tr>
<td>9</td>
<td>Click Save and route action through appropriate approvals and then to Human Resources for processing</td>
</tr>
</tbody>
</table>

*Continued on next page*
After an employee submits a request for tuition waiver in Banner Self Service, you will receive an automated email with the following instructions for responding to the request.

**Important:** If you are on extended leave, the request for tuition waiver will be sent to your manager. Please prepare them by forwarding this guide to them.

### How to respond to a request for tuition waiver

<table>
<thead>
<tr>
<th>Step</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Log in to <strong>My UNCC</strong></td>
</tr>
<tr>
<td>2</td>
<td>Click on the <strong>Banner Self Service</strong> icon</td>
</tr>
<tr>
<td>3</td>
<td>Click on the <strong>Employee</strong> tab</td>
</tr>
<tr>
<td>4</td>
<td>Click on <strong>Tuition Waiver-Manager Review</strong></td>
</tr>
<tr>
<td>5</td>
<td>Review the request and click the drop-down arrow to select <strong>Approved</strong> or <strong>Denied</strong> based on the criteria outlined in the table below.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Option</th>
<th>Means …</th>
</tr>
</thead>
</table>
| **Denied** | • the course meets during the employee’s regular scheduled work hours, and  
 • you will deny other such requests for tuition waiver for employees similarly situated, in accordance with University Policy 501, and  
 • you have met with the employee to discuss alternate work schedule options and determined that an alternate work schedule is IMPOSSIBLE. |
| **Approved** | • the employee’s enrolment in the requested course(s) will not adversely affect his or her normal employment obligations;  
 • the employee’s regular work schedule has or will be adjusted to accommodate taking this course and your department’s operations will not be affected adversely by such alteration in schedule;  
 • you bear responsibility for ensuring that the employee completes all required employment obligations; and  
 • you will approve other such requests for tuition waiver for employees similarly situated, in accordance with University Policy 501. |
| 6    | Click the hyperlink to learn about the IRS tax exemption requirement and select **Yes** or **No** accordingly. |
| 7    | Read the text and hyperlinks at the bottom of the page and then click **Submit**.  
 **Result:** The employee will receive an automated email confirmation  
| 8    | Click **OK** to complete the transaction. |