

**Response to Staff Senate Recommendation
to the VP of Administration & Finance**

Summary of Staff Recommendation/Request: to form a small working group and determine a reasonable fee structure for employees; and that any revisions to the employee fees be effective with the 2022-2023 AY; and communicated to all employees in time to plan and register for the fall semester.

VP Consideration and Recommendation:

Thank you for bringing attention to and recommending ways of strengthening opportunities for employee professional development. After reviewing your proposal and the employee satisfaction report findings support to employees who want to seek a degree also aligns to the University's strategic goals on employee engagement and development. I support the recommendation to determine a modified fee structure for employees and to implement revisions to the employee fees, to the extent allowable by Policy.

This summer the Office of Budget will conduct a study of SU tuition and fees to address the SU Strategic Goals on access and affordability. The purpose of the study will be to determine and implement a strategic tuition and fee structure including modifications to Policy, as necessary. The study will begin in June with the goal to effect changes for the 2023-2024 Academic Year. Depending on the outcomes and recommendations from the small working group on employee fees we may need to review and consider them as part of the larger study. Notwithstanding this please know that I will review the small working group committee recommendations and work with Staff Senate on the best approach and timing to communicate and make the changes effective.