

EMPLOYEE TUITION BENEFITS

ORU | ORAL
ROBERTS
UNIVERSITY

Office of Human Resources





TUITION BENEFITS

OVERVIEW

ORU provides employees and their families a wide range of benefits. We offer many valuable health and well-being benefits programs to help employees and their families better manage the various phases of life. This document contains information regarding ORU's Tuition Assistance Program.

The Tuition Assistance Program carries high-value for employees seeking to continue their education or cover educational costs for eligible dependents. The chart enclosed in this document highlights the benefit amount, and when factoring in tuition cost, the benefit carries an extremely high value that spans the course of employment.

DIRECT TUITION COST INFORMATION-[Click Here](#)

Full details on all programs can be found in the [Employee Handbook](#).

Note: Program is subject to change at any time.

If you have a question that isn't answered here, please contact our Benefits Specialist at (918) 495-7561 or benefits@oru.edu.



Office of Human Resources





TUITION BENEFITS

EMPLOYEE

Full-Time,
Staff Employee

YEARS OF EMPLOYMENT	BENEFIT TYPE	AMOUNT OF BENEFIT
1 year	*Tuition	Less than \$15,000
2 years	*Tuition	\$15,000-\$30,000
3+ years	*Tuition	More than \$30,000
	Room and Board	50% Discount

*Up to 18.5 credits per regular semester, up to 12 credits per summer semester

TUITION BENEFITS:

The Qualified Tuition Reduction Program ("Program") provides tuition reduction to an Eligible Employee, Eligible Dependent(s), and Eligible Married Child(ren) who enroll in courses provided by the University. To the extent the Program meets the requirements of Internal Revenue Code ("IRC") §117(d), the benefits provided to an Eligible Employee and/or Eligible Dependent(s)/Eligible Married Child(ren) under the Program are excludable from gross income.

The Educational Assistance Plan ("Plan") provides tuition waiver or reimbursement to Eligible Employees for a portion of the cost of approved educational courses. To the extent, the Plan meets the requirements of Internal Revenue Code ("IRC") §127, the benefits provided to Eligible Employees under the Plan are excludable from gross income.

Professional Development: Through the Professional Development Plan ("PDP"), ORU recognizes the importance of our employees enhancing their knowledge, expertise, experience, and capabilities through educational programs and/or activities, which exceed or are in addition to the bachelor's degree. For approved requests, ORU will pay up to (subject to budgetary constraints and funding) 100% of the tuition, including approved textbooks, materials, laboratory fees, registration fees, examination fees, or travel and lodging