

# **DSCC Policy for Awarding Financial Assistance Through Success & Innovation Funds**

## **I. Purpose**

It is the policy of Dyersburg State Community College (DSCC) to encourage the promotion of equity through college projects, training and educational opportunities for its employees by awarding financial assistance through the available success and innovation funding. This funding is awarded for the purpose of achieving equity in our workforce through faculty and staff recruitment and retention efforts.

## **II. Scope**

The policy shall be applicable to all full and regular part-time employees.

## **III. Policy**

Any employee who applies for success and innovation funding must make a written request to the President and Director of Human Resources who also serves as the DSCC Equity Officer. The request must include a detailed outline for the utilization of the funding. This outline should include the cost involved and the timeframe anticipated to complete the project, training, or educational degree.

Use of the fee waiver and the reimbursement program outlined under TBR Guideline P-130 and DSCC Policy for Educational Assistance 06:05:01:00 must be used before additional funding is requested through the success and innovation program. Only one (1) course per term will be considered for reimbursement unless there are extenuating circumstances, as determined by the President and the Human Resources Director, which reflect the need for additional funding support. For individuals who wish to attend schools other than a Tennessee public institution, reimbursement will not exceed the highest current semester hour rate for a comparable program offered by a Tennessee public institution. The degree should be from an institution accredited by the Southern Association of Colleges and Schools Commission on College (SACSCOC) or a comparable agency.

Funding will be awarded based on the time the request is received and the reason for the request. Funds that are awarded must be shown to aid in the retention and recruitment of employees to aid in the equity efforts of the institution.

## **IV. Compliance**

All Dyersburg State Community College employees are expected to adhere to this policy.

## **V. Definitions**

**Success & Innovation Funding:** Annual appropriations are awarded each year from the State of Tennessee through the Tennessee Board of Regents.

## **VI. Revision History**

Policy approved by Administrative Council on 2/27/2015. Policy approved, with revisions, by Administrative Council on 4/1/2023.