Education Benefits
Details about Scholarship Programs and Frequently Asked Questions
Updated October 4, 2010

1. **What scholarship programs are offered to Puget Sound faculty and staff?**
   There are three scholarship programs offered through Puget Sound’s education benefits program and the availability under each program differs as described later in this document.
   a) Tuition Remission Scholarship Program at Puget Sound
   b) Northwest Independent Colleges Tuition Exchange Scholarship Program (NIC)
   c) National Tuition Exchange Scholarship Program (TE)

   A fourth program, the University of Puget Sound/Seattle University Tuition Exchange Scholarship Program is currently on hold and is not anticipated to resume as described more fully below.

2. **Who can apply for scholarships?**
   Faculty and staff working at least three-quarter time can apply for scholarships for themselves, and for their spouses, partners, and/or dependent children. See below for additional information on qualifications and limitations related to each scholarship program.

3. **What’s the difference between a tuition remission program and a tuition exchange program?**
   Puget Sound offers a **tuition remission** scholarship program, in which qualified faculty and staff, and their spouses, partners, and dependent children, may attend Puget Sound for reduced or no tuition. **Tuition exchange** programs offer scholarships based on a balanced exchange of students between participating institutions. Tuition exchange scholarships are not guaranteed and availability is based on such factors as exchange balances, admission requirements, and in some cases competitive selection processes.

4. **Are there limits to Puget Sound’s tuition remission program?**
   Under current policy if students meet all admission requirements, they will receive tuition remission scholarships. See below for more information about Puget Sound’s tuition remission program.

5. **Are tuition exchange scholarships limited?**
   Prospective students must meet admission requirements at participating institutions and each program limits the number of scholarships in accordance with the terms of agreement. Tuition exchange scholarships are not guaranteed; depending on exchange balances and the availability of and competition for scholarships, exchange scholarships may not be available.
6. **Are there any colleges that currently are not accepting more students from Puget Sound?**
   
   Yes, the University of Puget Sound/Seattle University Tuition Exchange Scholarship Program is currently on hold and is not anticipated to resume as described more fully below.

   Additionally, Puget Sound has been placed on hold with two colleges under the NIC agreement due to out-of-balance conditions. At present, dependents of Puget Sound faculty and staff members are not eligible for new NIC scholarships at Willamette University and Whitman College. Students already enrolled at these colleges will continue to be eligible to receive scholarships. Puget Sound is approaching the limit with Reed (see Fall 2010 exchange balance data under **NORTHWEST INDEPENDENT COLLEGES TUITION EXCHANGE SCHOLARSHIP PROGRAM (NIC)** below). Faculty and Staff with dependents interested in these colleges should be mindful of the fact that balances and “hold” status change over time. Contact Human Resources if you have any questions about exchange status of the colleges and universities of potential interest to your dependent child.

   While the NIC hold at Willamette is in place, individuals can apply for Willamette scholarships through the TE program (Whitman is not a member of the TE program). As noted below, application for a TE scholarship is a competitive process as there are often more applicants than scholarships available. Award decisions are up to the receiving institution. The TE website highlights that, “Tuition Exchange Scholarships are competitive. In addition to meeting the admissions requirements of the receiving institution, some members have additional requirements such as higher academic standards or limit awards to just a few new students each year.”

7. **Why is Puget Sound on hold at other institutions but still accepting students from those schools?**
   
   Puget Sound has sent more dependents to those institutions than they have sent to us, triggering a hold under the agreement until the negative balances are reduced. As Willamette and Whitman send dependents to Puget Sound, our negative exchange balances with those schools will improve (see Fall 2010 exchange balance data under **NORTHWEST INDEPENDENT COLLEGES TUITION EXCHANGE SCHOLARSHIP PROGRAM (NIC)** below).

8. **What is being done to address the current limitations in the NIC program?**
Representatives of the five colleges in the NIC program have met in the recent past to consider the terms of the agreement and the out-of-balance conditions that emerge from time to time. Because of the real cost of educating students, participating institutions are not in a position to educate the dependents of other institutions beyond the excesses provided in the agreement.

A Benefits Task Force has been charged and is currently working to review all Puget Sound benefits, including education benefits. The Task Force will recommend changes to Puget Sound’s benefits structure and the way in which the college is allocating its benefits resources. The Task Force will take into consideration the current holds under the NIC program in forming their recommendations. The committee will make its budget-neutral recommendations to Vice President for Finance and Administration Sherry Mondou, who will engage the President’s Cabinet in a review of the recommendations.

9. **How much does Puget Sound invest in the education benefits program?**

The education benefits budget increased from $1.53 million in 2005-06 to $2.48 million in 2010-11, an increase of 62% in a five-year period. It is projected that 2010-11 education benefits costs will make up more than 15% of the total benefits budget. Under this level of funding, Puget Sound is covering the cost to educate approximately 70 students annually.

10. **Are education benefits a real expense?**

Yes, there is a very real cost associated with educating approximately 70 remission and exchange students annually and each of these students fills a space that would otherwise be filled by a paying student. There is both an economic cost and an accounting requirement to recognize the expense.

11. **How do I decide which scholarship to apply for? Can I apply for more than one?**

Eligible faculty and staff and their spouses, partners, or dependents, may apply for a Puget Sound tuition remission scholarship. Dependents may also apply for NIC and TE tuition exchange scholarships after the faculty/staff member has been eligible for education benefits for two years. TE scholarships may also be combined with merit awards, need-based grants or other forms of financial aid offered by the awarding institution. Please see below for more detailed information on each scholarship program.

[www.pugetsound.edu/about/offices--services/human-resources/benefits/education-benefits/](http://www.pugetsound.edu/about/offices--services/human-resources/benefits/education-benefits/)

**TUITION REMISSION SCHOLARSHIP PROGRAM AT PUGET SOUND**

This program is for those who wish to take classes at Puget Sound and meet the following criteria:
Faculty and staff members are those working at least three-quarter time and who apply to and are admitted to the university through the regular admission process are immediately eligible for this scholarship, which covers 100 percent of class tuition. The scholarship does not cover books or related materials.

Faculty and staff members’ spouses/partners and dependent children may apply for the scholarship if the faculty/staff member is working at least three-quarter time. Spouses, partners, and dependent children must apply and be admitted to the university and are eligible for 50 percent tuition remission scholarships during the first two years of the faculty/staff member’s eligibility for education benefits. After two years of working at least three-quarter time, the scholarship increases to 100 percent. The scholarship does not cover room and board, books, or related materials.

Are there limits on the scholarships available through the Tuition Remission Scholarship Program at Puget Sound?
No, under current policy there is not a limit to the number of tuition remission scholarships offered at Puget Sound for faculty and staff members and their spouses or partners. Dependent children are eligible to receive tuition remission scholarship for up to 34 units of coursework, or the attainment of a baccalaureate degree, whichever comes first. All candidates for tuition remission scholarships are subject to standard admission requirements.

NORTHWEST INDEPENDENT COLLEGES TUITION EXCHANGE SCHOLARSHIP PROGRAM (NIC)

NIC is an agreement among the five Northwest independent liberal arts colleges (Puget Sound, Lewis and Clark, Reed, Whitman, and Willamette) through which tuition exchange scholarships are awarded to dependent children of faculty or staff members. Dependent children of Puget Sound faculty/staff members are eligible to apply for these scholarships after the faculty/staff member has worked at least three-quarter time for two years.

Are there limits on the scholarships available through the NIC program?
This program is governed by a formal agreement that has been in place since 1982 and scholarships are not guaranteed. The agreement includes limits on the number of students granted scholarships at Puget Sound in relation to the number of our own dependent children who are granted scholarships at other participating colleges. A participating college will accept up to five more dependent children from a single college than it sends to that college in a particular semester. In the event that the cumulative differential between any two institutions reaches thirty (30) student semesters, the receiving institution will not accept any new students from the sending institution until the cumulative differential is reduced to fifteen (15) student semesters.

What is Puget Sound’s current status with each of the other four NIC colleges?
The following are Puget Sound’s differentials as of the fall 2010 semester:
• **Lewis and Clark:** Puget Sound has granted 27 more semester scholarships to Lewis and Clark dependent children than Lewis and Clark has granted to Puget Sound dependent children. We anticipate that Puget Sound dependents will be eligible for Lewis and Clark scholarships next year and beyond.

• **Reed:** Puget Sound has granted 23 fewer semester scholarships to Reed dependent children than Reed has granted to Puget Sound dependent children. We anticipate that scholarships from Reed could be put on hold in the near future because we are approaching the 30 semester scholarship differential.

• **Whitman:** Puget Sound has granted 32 fewer semester scholarships to Whitman dependent children than Whitman has granted to Puget Sound dependent children. Because the differential reached (and exceeded) the 30 semester limit starting fall 2010, Puget Sound is on hold with Whitman. This hold will remain until reduced to a 15 semester differential. This hold does not apply to students already attending Whitman under the NIC Tuition Exchange program.

• **Willamette:** Puget Sound has granted 34 fewer semester scholarships to Willamette dependent children than Willamette has granted to Puget Sound dependent children. Because the differential reached the 30 semester limit in the agreement, Puget Sound was put on hold with Willamette starting fall 2009. This hold will remain until reduced to a 15 semester differential. This hold does not apply to students are already attending Willamette under the NIC Tuition Exchange program.

Overall, Puget Sound has granted 62 fewer semester scholarships (the equivalent of nearly eight four-year scholarships) than have been granted to Puget Sound dependent children by the other colleges.

**How long will Puget Sound be “on hold” and unable to receive new NIC scholarships from Whitman and Willamette?**

Puget Sound may not send any new students to Whitman or Willamette until the cumulative differential reaches fifteen (15) student semesters. It is not possible to predict how many new Whitman/Willamette dependent children will choose to attend Puget Sound in future years and how quickly the differential will be reduced. We may be on hold with both colleges for several years.

**Do we anticipate a hold at Lewis and Clark and/or Reed in the near future?**

Puget Sound could face a hold situation with Reed in the near future (as noted above, Puget Sound has granted 23 fewer semester scholarships to Reed dependent children than Reed has granted to Puget Sound dependent children), but we cannot predict when this might happen based on the uncertainty of how many prospective students from Reed will be interested in Puget Sound and vice versa.

Because we have granted 27 more semester scholarships to Lewis and Clark dependent children than Lewis and Clark has granted to Puget Sound dependent children, it is unlikely that we will be on hold with Lewis and Clark in the near future.
Are any of the other four NIC colleges on hold with other institutions?
All four other NIC colleges have been on hold with one or more of the other colleges at some point since the program’s inception 28 years ago. Puget Sound did not experience a hold with any other college until we exceeded the maximum with Willamette at the beginning of the 2009-10 academic year. Four of the five schools are facing holds with one or more member schools as of fall 2010:

- Lewis and Clark can’t send new students to Reed, Puget Sound, or Whitman.
- Puget Sound can’t send new students to Whitman or Willamette (and possibly soon to Reed).
- Reed can’t send new students to Whitman.
- Willamette can’t send new students to Reed or Whitman.

Are there any other scholarships available if my dependent child is interested in a college that is currently on hold with the NIC program?
Lewis and Clark and Willamette are members of the national TE program (see below), but Reed and Whitman are not. College-bound students interested in Lewis and Clark or Willamette may apply for a TE scholarship at those schools. Scholarships from the TE program, which includes more than 600 colleges, can be very competitive and, if granted, may not cover the full cost of tuition. As indicated on the TE website, “Tuition Exchange Scholarships are competitive. In addition to meeting the admissions requirements of the receiving institution, some members have additional requirements such as higher academic standards or limit awards to just a few new students each year.” However, TE scholarships, if awarded, can be combined with merit aid, need-based aid, or other scholarships offered by the awarding institution.

NATIONAL TUITION EXCHANGE PROGRAM (TE)

Tuition Exchange, Inc. is a non-profit association of over 600 colleges and universities of which Puget Sound has been a member since 1954. This association enables a reciprocal scholarship program among participating institutions. The employing institution certifies eligibility and the receiving institution determines the number and criteria for award decisions. Dependent children of faculty and staff members who work at least three-quarter time for two or more years are eligible to apply for TE tuition exchange scholarships.

Are there limits on the number of scholarships available through the TE program?
Yes, scholarships under this program are subject to exchange balances and there can be more applications to some schools than the number of scholarships available. As indicated on the TE website, “Tuition Exchange Scholarships are competitive. In addition to meeting the admissions requirements of the receiving institution, some members have additional requirements such as higher academic standards or limit awards to just a few new students each year.” Each participating institution determines how many scholarships they will award each year.
Participating institutions are obligated under the agreement to maintain a balance between students sent and received as part of the exchange program. Member institutions are restricted from offering new scholarships to dependents of Puget Sound faculty and staff if the number of students sent exceeds the number received by 2 to 1 over a five-year period. For example, over the course of five years, 20 Puget Sound dependents can receive scholarships at participating colleges (exports), as long as Puget Sound provides scholarships to at least 10 dependents from other participating colleges (imports). Note that while Puget Sound may offer scholarships to dependents from other colleges, the scholarship offer only counts if the students accept the offer of admission from Puget Sound.

What is Puget Sound’s current status in the national TE program?
Puget Sound is in good standing with the national TE program. The university has a positive balance under this program (113 export semesters over the past five years to 203 import semesters, or a ratio of .56 to 1).

If a dependent child applies for a scholarship through the TE program, is it certain that he/she will receive a scholarship if admitted?
No, the receiving institution may limit the number of scholarships in any given year as they manage their exchange balances and their budgets. As indicated on the TE website, “Tuition Exchange Scholarships are competitive. In addition to meeting the admissions requirements of the receiving institution, some members have additional requirements such as higher academic standards or limit awards to just a few new students each year.” The receiving institution (i.e. the institution your child applies to) sets the number of scholarships to be granted in any given year and the criteria for their award decisions. These scholarships are competitive awards. As such, dependent children are not guaranteed an award. The probability of receiving an award varies by institution; there is helpful information on the TE website about participating institutions’ percentage of award offers made to TE candidates. TE scholarships, if granted, may be limited to fewer than eight semesters of support, or limited to freshmen or some other classification of student. The amount of scholarship might be less than full tuition. The 2010-11 scholarship amount established by TE as the minimum scholarship for high-tuition institutions (such as Puget Sound) is $30,000.

Information on policies and practices at specific institutions is available at: www.tuitionexchange.org.

How many TE scholarships were awarded to Puget Sound dependent children in the last several years?
Since 2006-07, 22 Puget Sound dependent children have received TE scholarships at schools including Beloit, University of Southern California, Occidental, Linfield, Pepperdine, Hollins, Knox, University of Portland, St. Martins, Santa Clara, Merrimack, University of San Diego, Pacific University, and Green Mountain College, among others.
How many TE scholarships has Puget Sound has awarded to dependent children from other institutions in the last several years?
Since 2006-07, Puget Sound has provided TE scholarships to 40 dependent children from other institutions, including St. Louis University, Linfield College, Hamline University, Whitworth University, Pacific Lutheran University, Mills College, Pacific University, Maryville College, Westminster College, Cornell College, Southwestern University, Boston University, Trinity University, Saint Mary’s College of Maryland, Minnesota College of Art and Design, University of Delaware, Westmont College, Sarah Lawrence College, Luther College and University of Southern California.

PUGET SOUND/SEATTLE UNIVERSITY TUITION EXCHANGE SCHOLARSHIP PROGRAM
Due to exchange imbalances, Puget Sound became ineligible to apply for new scholarships on behalf of faculty and staff members and their family members to be awarded by Seattle University under this agreement in spring 2009. This program is governed by a formal agreement reached in 1994 as a result of the transfer of the law school from Puget Sound to Seattle University. Within limits described below, tuition exchange scholarships were awarded by Puget Sound and Seattle University to faculty and staff members working at least three-quarter time, as well as their spouses/partners and dependent children, after two years of eligibility for education benefits. As part of this exchange program, Puget Sound was able to send dependent children to Jesuit schools participating in Seattle University’s FACHEx exchange program and Seattle University was able to send their dependent children to colleges participating in the NIC tuition exchange program.

Are there limits on the scholarships available through the Puget Sound/Seattle University tuition exchange program?
Yes, the agreement includes a maximum differential on the number of students sent and received. Puget Sound has reached that maximum. When the cumulative differential between the institutions reached the equivalent of 120 units of Puget Sound coursework, Seattle University stopped accepting new students from Puget Sound and is not obligated to do so again until the cumulative differential reaches the equivalent of 64 units of Puget Sound coursework. This is unlikely because the program is limited to Seattle University School of Law faculty and staff members who transferred to Seattle University 16 years ago (many of whose dependent children have completed their education under the program and/or who have retired or otherwise left Seattle University School of Law employment). As such, we have no expectation that the differential will be reduced such that Puget Sound faculty and staff members, spouses/partners, or dependent children will be eligible for future scholarships at Seattle University under this program.

This hold does not apply to students already attending Seattle University under the Puget Sound/Seattle University tuition exchange program.
Are there any other scholarships available if my dependent child is interested in attending Seattle University or one of the Jesuit colleges that are part of the FACHEX group?
Seattle University is a member of the national TE program, as are many Jesuit institutions. See information above about the TE program.

If you have questions about any of these programs, contact Shannon Briggs, Director of Compensation and Benefits, in Human Resources at sbriggs@pugetsound.edu or x3296. To apply for tuition remission or tuition exchange scholarships for dependent children, faculty/staff parents should contact Human Resources in September of the child’s senior year in high school.