1. What scholarship programs are currently offered to Puget Sound faculty and staff?
   There are three scholarship programs currently 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.

*Important Note: After the application period for fall 2015, no new scholarships will be granted under the Northwest Independent Colleges Tuition Exchange Scholarship Program. For more information, refer to the NORTHWEST INDEPENDENT COLLEGES TUITION EXCHANGE SCHOLARSHIP PROGRAM (NIC) section of this FAQ document.

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, for which they are eligible. 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 (as is the case with remission), and in some cases competitive selection processes.

4. Are there limits to Puget Sound’s tuition remission program?
   Under current policy, if the faculty or staff member meets eligibility requirements and if the student meets all admission requirements, they will receive a tuition remission scholarship. 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, and it is anticipated that we may be placed on hold with Reed as early as spring 2013 (this is based on current estimates which are subject to change as dependent enrollment changes). Additionally, the overall NIC tuition exchange program will only be accepting applications for new scholarships through the fall of 2015. No new NIC scholarships will be granted after Fall 2015. (For more information, refer to the [NORTHWEST INDEPENDENT COLLEGES TUITION EXCHANGE SCHOLARSHIP PROGRAM (NIC)](NIC) section of this document. 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, “The Tuition Exchange scholarships are competitive awards and are not guaranteed.”

7. **Why is Puget Sound on hold at other institutions but still accepting students from those schools?**
   Puget Sound has sent more dependents to certain NIC institutions than they have sent to us, triggering a “hold” under the agreement. See exchange balance data under [NORTHWEST INDEPENDENT COLLEGES TUITION EXCHANGE SCHOLARSHIP PROGRAM (NIC)](NIC).

8. **How much does Puget Sound invest in the education benefits program?**
The education benefits budget increased from $1.53 million in 2005-06 to $2.49 million in 2011-12, an increase of 62 percent in a six-year period. The 2011-12 education benefits budget makes up more than 15 percent of the total benefits budget. Under this level of funding, Puget Sound is covering the cost to educate approximately 65 students annually based on Puget Sound’s tuition cost.

9. **Are education benefits a real expense?**
   Yes, there is a very real cost associated with educating approximately 65 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.

10. **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 once eligibility requirements have been met. Additionally, dependents may apply for NIC and/or TE tuition exchange scholarships after eligibility requirements have been met. TE scholarships may also be combined with merit awards, need-based grants or other forms of financial aid offered by the awarding institution, subject to the awarding institution’s policies. Please see below for more detailed information on each scholarship program.

    For information about eligibility requirements, refer to:
    [http://www.pugetsound.edu/about/offices--services/human-resources/policies/campus-policies/education-benefits-policy/](http://www.pugetsound.edu/about/offices--services/human-resources/policies/campus-policies/education-benefits-policy/)

**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.** 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 and after the faculty/staff member meets eligibility requirements. Spouses, partners, and dependent children must apply and be admitted to the university. 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 their first 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 eligible faculty or staff member’s dependents may apply for tuition exchange scholarships after the faculty/staff member meets eligibility requirements defined here: [http://www.pugetsound.edu/about/offices--services/human-resources/policies/campus-policies/education-benefits-policy/](http://www.pugetsound.edu/about/offices--services/human-resources/policies/campus-policies/education-benefits-policy/).

Are there limits on the scholarships available through the NIC program?

This program is governed by a formal agreement, which will sunset after fall 2015, as described later in this document, and no new scholarships will be provided after that time. In the meantime, scholarships are not guaranteed. The agreement, dating back to 1982, 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 reported by the plan recordkeeper as of the end of the fall 2011 semester and are subject to change each semester:

- **Lewis & Clark**: Puget Sound has granted 19 more semester scholarships to Lewis & Clark dependent children than Lewis & Clark has granted to Puget Sound dependent children. As such, Puget Sound dependents are currently eligible to apply for Lewis & Clark exchange scholarships.
- **Reed**: Puget Sound has granted 26 fewer semester scholarships to Reed dependent children than Reed has granted to Puget Sound dependent children. When a 30 semester scholarship differential is reached, Puget Sound dependents will no longer be eligible to apply for a Reed exchange scholarship. We anticipate that scholarships from Reed could be put on hold in the very near future because we are approaching the 30 semester scholarship differential.
- **Whitman**: Puget Sound has granted 40 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 and dependents are not eligible to apply for new Whitman exchange scholarships. This hold will remain in place until reduced to a 15 semester differential and may not be lifted before the program ends following the fall 2015 semester. This hold does not apply to students already attending Whitman under the NIC Tuition Exchange program.

- **Willamette**: Puget Sound has granted 29 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 and may not be lifted before the program ends following the fall 2015 semester. This hold does not apply to students already attending Willamette under the NIC Tuition Exchange program.

Overall, Puget Sound has granted 76 fewer semester scholarships (the equivalent of more than nine 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 unless the cumulative differential decreases to 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 may be reduced. It is possible that Puget Sound dependents may not be able to apply for new Whitman or Willamette scholarships as part of the NIC tuition exchange program before the program ends following the fall 2015 semester.

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

We anticipate a hold situation with Reed in the very near future (as noted above, Puget Sound has granted 26 fewer semester scholarships to Reed dependent children than Reed has granted to Puget Sound dependent children). While we cannot predict exactly when this might happen based on the uncertainty of how many prospective students from Reed will be interested in and accepted at Puget Sound and vice versa, based on our current best estimates, it is anticipated that we may be placed on hold with Reed as early as spring 2013.

Because we have granted 19 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 29 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 currently on hold with one or more member schools as of spring 2011:

- 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.

**What is the future of the NIC program?**

As President Thomas communicated in an email message to campus on June 10, 2011, an agreement to fix or restructure the program was attempted, but in the end not possible, and the NIC program will end following the fall 2015 semester. Those with exchange scholarships at that time will be allowed to continue as if the agreement remained in place.

Puget Sound’s Benefits Task Force is working to develop a recommendation for an alternative to the NIC program consistent with its charge. Learn more about the work of the Benefits Task Force [here](#).

**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 & Clark and Willamette are members of the [national TE program](#) (see below), but Reed and Whitman are not. College-bound students interested in Willamette (currently on hold within the NIC) may apply for a TE scholarship. Scholarships from the TE program, which includes more than 600 colleges, are competitive and, if granted, may not cover the full cost of tuition. As indicated on the TE website, “Tuition Exchange Scholarships are competitive and are not guaranteed.” However, TE scholarships, if awarded, can be combined with merit aid, need-based aid, or other scholarships offered by the awarding institution as determined by their policies.

**NATIONAL TUITION EXCHANGE PROGRAM (TE)**

[Tuition Exchange, Inc.](http://www.pugetsound.edu/about/offices--services/human-resources/policies/campus-policies/education-benefits-policy/) 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 meet eligibility requirements may 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 and are not guaranteed.” 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 (111 export semesters over the past five years to 201 import semesters, or a ratio of .55 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 and are not guaranteed.” 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 2011-12 scholarship amount established by TE as the minimum scholarship for high-tuition institutions (such as Puget Sound) is $30,500.

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?
From FY07 to FY12, 24 Puget Sound dependent children have received TE scholarships at schools including Gonzaga, Polytechnic Institute of NYU, 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 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 who met eligibility requirements. 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 several 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.