

Dependent Tuition Benefit Programs

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Presentation Agenda

- Tuition Remission Benefit
- Creighton Undergraduate Admissions Information
- FACHEX and Tuition Exchange Programs

Tuition Benefit Programs Offered at Creighton

- Tuition Remission
 - Dependent children, eligible employees, spouse
- Tuition Exchange
 - Dependent children
- FACHEX
 - Dependent children

Tuition Remission

- Dependents, self, spouse may attend Creighton tuition free
- Unique benefit to Higher Education
- Covers tuition only for participants

Tuition Remission Benefit Eligibility Guidelines

Hire dates on or after October 1, 2004:

- Benefit eligible service requirement:
 - 3 years consecutive completed service
– 50%
 - 4 years consecutive completed service
– 75%
 - 5 years consecutive completed service
– 100%

Hire dates prior to October 1, 2004:

- 3 completed years of service
requirement - 100%

Financial Aid and Tuition Remission

- Students eligible for both tuition remission and a CU merit scholarship will only receive the larger of the two
- Only impacts employees who are under 5 years of continuous completed service
- Tuition Remission Fee of \$1250 per semester is charged for dependent children and included in eligibility for financial aid
- Eligible for 136 attempted credit hours. Most degrees can be achieved in 128 hours.

Eligible Programs & Degrees

- College of Arts & Sciences (BA or BS only)
- Heider College of Business (BSBA)
- College of Nursing (BSN only)
- College of Professional Studies
- Summer Sessions

Excluded Programs & Degrees

- Professional Schools
- Graduate School
- Independent Study Programs
- Accelerated Nursing Program
- Advanced Placement courses
- Travel Courses

Policy Dates and Rules

- This is a significant benefit in terms of the value of the scholarship
- Please read and understand the [policy](#)
- Follow the admissions timeline and processes for incoming freshmen
- Deadline to submit for eligibility is the first official day of class. Applications received after this date will not be processed.

Creighton Undergraduate Admissions

- Exceptional national reputation
 - US News and World Report Rankings
 - One of the top colleges/universities in the country
 - One of the top institutions for undergraduate research and special projects
- Around 80% of incoming freshmen come from out of state
 - Nearly 50% of freshmen class from more than 400 miles from home
 - Can feel like you “went away” for college without leaving

Creighton Undergraduate Admissions

- The Admissions Office can assist you and your student in determining if they are well prepared for Creighton
- We keep student's best interest in mind
- Not every employee student who applies will be admitted

Creighton Undergraduate Admissions

- Students who are not academically or otherwise ready for college will struggle
- Students who are dismissed have difficult time finding other options
- Creighton will not turn down other applicants who have worked harder or been more dedicated to being a student
- Students who are not admissible will likely be deferred and/or asked to transfer into Creighton

Creighton Undergraduate Admissions

- Students are accepted to Creighton University based on the quality of the following factors:
 - high school courses taken
 - class performance
 - test scores from either the ACT or SAT I*
 - extracurricular activities
 - personal statement
 - Recommendations

*test scores are now an optional piece of the admission application for CAS and HCB applicants

Creighton Undergraduate Admissions

- Middle 50% Range GPA
 - 3.5 – 4.0 Weighted GPA
- Middle 50% ACT
 - 24-30 (Highest composite)
- Middle 50% SAT
 - 1160-1340 (Super scored)

FACHEX and Tuition Exchange

- Faculty and staff Children Exchange Program (FACHEX) – dependent children attend another participating Jesuit institution
- Tuition Exchange Program – dependent children attend one of over 670 other participating colleges and universities

FACHEX and Tuition Exchange Eligibility

- Two part process
 1. Eligibility as employee
 2. Student is selected by awarding institution
- Eligibility as an employee
 - Must be 100% tuition remission benefit eligible in order to qualify for either of these programs
 - These are for dependent children only
 - Dependent children must be full time, undergraduate, degree-seeking students
 - Certified by Creighton to receive the benefit

FACHEX and Tuition Exchange Eligibility

- Two part process
 1. Eligibility as employee
 2. Student is selected by awarding institution
- Student selection criteria
 - Certification of employee does NOT guarantee the scholarship will be received
 - FACHEX and Tuition Exchange are competitive scholarship programs controlled and awarded by those institutions
 - Criteria for awarding scholarships is variable at each participating institution

FACHEX and Tuition Exchange Eligibility

- The number of people who apply for and are eligible for FACHEX and Tuition Exchange benefit may exceed the number that Creighton may be able to certify in a given year.
 - Human resources uses a point system based on length of service at Creighton and previous use of this benefit to determine who is selected for certification
 - HR and Creighton Enrollment Management work together to maximize the number of employees that are able to be certified
 - Dependent children must be admitted and offered the exchange scholarship by the school of their choice. Offers of admission and scholarship are generally made based on academic criteria. ***These decisions are all made at the other institution, not Creighton.***

FACHEX and Tuition Exchange Imports and Exports

- These programs are multi-school exchange programs
- Creighton imports students from other institutions – students who are dependents of faculty and staff from participating colleges and universities
- Creighton exports students to other institutions – dependents of our faculty and staff
- In order to maintain eligibility as an institution for these benefits, we must keep a balance of imports and exports

Tuition Exchange Export Data

	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019
Applications	25	16	33	19	20
Certified	17	10	11	19	20
External Scholarships Granted	4	3	4	6	3

* We have adjusted our import volume to allow the ability to certify as many eligible employees as possible for the benefit.

FACHEX Export Data

	2014- 2015	2015- 2016	2016- 2017	2017- 2018	2018- 2019
Applications	17	22	37	21	26
Certified	17	22	37	21	26
External Scholarships Granted	3	10	8	4	4

* Historically, Creighton has been able to certify all eligible employees for the FACHEX benefit.

FACHEX and Tuition Exchange

Tuition and Fees

- FACHEX – pays tuition costs at most institutions. Room, board, books, and other fees are not covered.
- Tuition Exchange – pays tuition costs at most institutions. If a school has a tuition over \$35,000, they are allowed to cap the award at \$35,000. Room, board, books and other fees are typically not included.

FACHEX and Tuition Exchange Tuition and Fees

- No money changes hands between institutions
- Any additional costs (room, board, fees) are paid directly to that institution per their procedures and deadlines
- For Tuition Exchange there is a \$35 participation fee per student/per year, payable to Creighton by the employee at the beginning of each academic year

FACHEX and Tuition Exchange Offer of Scholarship

- Families will learn of their FACHEX or Tuition Exchange scholarship generally no earlier than February and more commonly, as late as April
- Notification of offer will come from the institution your student has applied to, not Creighton
- Most commonly, it is NOT awarded at the point the student hears back about admission

FACHEX and Tuition Exchange Acceptance of Scholarship

- A notification to the offering institution of acceptance or waiving of the scholarship will be required
- Requirements and conditions of each scholarship program vary between institutions and need to be verified with offering institution

FACHEX and Tuition Exchange Acceptance and Continuation of Scholarship

- Employee must notify Human Resources (Lenora Salts) of the student's scholarship acceptance at Tuition Exchange or FACHEX institution
- A renewal is required each year. HR will send a communication to existing benefit recipients to validate ongoing eligibility

FACHEX and Tuition Exchange Application

- Applications must be submitted online by December 1.
Applications received after December 1 will not be considered.
- Applications are available at:
www.creighton.edu/hr/benefits/tuition
- Students must follow the admission application deadlines and procedures for the schools of their choice

Questions and Contacts

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