

# CHILD SCHOLARSHIP PLAN FOR THE FACULTY AND STAFF OF YALE UNIVERSITY

As Amended Through July 1, 2025

## I. Nature of the Plan

This Plan is a statement of the policy of the Corporation as to awards of scholarships as gifts to student children of the faculty and staff of Yale University. The Plan is voluntary and not binding upon Yale University, is not a term of employment of any member of the faculty or staff, and without notice may be revoked at any time or amended from time to time in whole or in part.

## II. Grants of Scholarships

While this Plan is in effect, the Vice President for Human Resources and any official of the University authorized by the Vice President for Human Resources so to do, shall have authority, within the limitations stated below, to grant scholarships as gifts to student children of the faculty and staff of the University to be used for college education of such students. Each such scholarship shall be in effect only during one term of the chosen institution as designated in the notice of the scholarship. "Term" means approximately one half of an academic year of approximately nine months, or the equivalent if the institution operates with another unit of study.

## III. Eligibility

A student child who files a proper application as required below shall be eligible to receive a scholarship hereunder if at the beginning of the "term" ("such date"):

- A. The student, if already a student in the institution of the student's choice, had an academic record of a quality not below the quality considered acceptable by such institution for an award of financial aid; and if
- B. Either or both of the student's parents is and on the date of matriculation for the covered term continued to be:
  - 1) A regular full-time member of the faculty or staff ("eligible member") of Yale University (full-time for staff is defined as scheduled to work 35 hours or more per week for a full year as reflected in the University's records) who was such an "eligible member" throughout (a) the six years immediately preceding "such date"; or (b) the four years immediately preceding "such date" and a total of forty-eight months, whether or not continuous, prior to such four years. An employee shall be treated as continuing in full-time employment for the time during which employment is reduced by the University to no less than 80% of full-time after February 1, 2009; or
  - 2) Receiving Long-term disability from Yale or deceased and on the date of disability or death met the eligibility requirements of paragraph 1) above; or
  - 3) Retired or a part time employee who on the date of retirement or of becoming part-time was 55 years or older, had 10 or more years of service, and the combination of service and age equals 75 or more; and on the date of retirement or part-time status change met the eligibility requirements of paragraph 1) above; and if
- C. The student was the legitimate natural child of such a parent; or the adopted child of such a parent, adopted at least six years prior to such date, or the legitimate natural child of the spouse of such parent, which spouse the parent married and which child the parent adopted or otherwise became legally obligated to support, at least six years prior to such date; and if
- D. The student has matriculated or has been accepted for matriculation (or has applied for matriculation and intends to matriculate at the beginning of the next "term") in an accredited community college, four-year college or university as a full-time candidate for a Bachelor's or Associate's Degree in a course of study intended by such college or university to be begun upon completion of secondary school and to be completed in no more than eight "terms" for a Bachelor's Degree or four "terms" for

an Associate's Degree; and if

- E. The student shall not have attained age 25.

#### **IV. Leave**

- A. In computing service for the purpose of subparagraphs IIIB. 1) and 2), periods of continuous service shall include:
  - 1) Faculty sabbatical leave, triennial leave, and Phased Retirement.
  - 2) Short-term Disability and time specified in the University's severance policy
- B. In computing service for the purpose of subparagraphs IIIB. 1) and 2), periods of continuous service shall include otherwise continuous periods of service which are interrupted by:
  - 1) Voluntary breaks in service of three (3) months or less if not resulting from discipline.
- C. Service includes for both faculty and staff any other partial or unpaid leave as the Vice President for Human Resources may decide, having particular regard for whether such leave was for the benefit or convenience of Yale University.

#### **V. Applications**

Applications for scholarships under the Plan must be made in writing on prescribed forms no later than the end of the "term" with respect to which the award is to be made.

#### **VI. Amounts of Scholarship**

- A. A student to whom a scholarship has been granted under this Plan who has met the academic and other requirements for admission to the institution of the student's choice, and who has demonstrated merit by maintaining enrollment for the "term" of such institution for which the scholarship was requested, shall receive as a gift scholarship from Yale University, for the "term" for which the scholarship is granted, the lesser of the following.
  - 1) Thirteen thousand four hundred and fifty dollars (\$13,450) or a prorated equivalent if the institution operates with another unit of study, or
  - 2) One-half the charges for such academic "term" for the tuition and eligible fees of such student not to exceed the actual charges (after taking into account grants and scholarships from all sources except the New Haven Promise Scholarship). Grants and scholarships shall not include loans or work-study. Room and board shall not be eligible fees.
- B. Yale shall not pay the scholarship if the institution offsets its financial aid such that the student receives no financial advantage.
- C. Scholarships shall be adjusted if Yale receives financial information that results in a revision for a scholarship awarded for a previous term.
- D. No student shall receive a scholarship grant for more than eight "terms" of study for a Bachelor degree or four "terms" for an Associate degree or the equivalent if the institution operates with another unit of study. Such "terms" need not be continuous.

#### **VII. Payment of Scholarships**

Upon request, the student shall submit to the official of Yale authorized by the Vice President for Human

Resources a copy of each bill including financial aid information rendered by the qualified institution to the student during the “term” with respect to which a scholarship application has been made for the student and information about all grants and scholarships paid for or available to the student. All payments shall be made to the institution that rendered the bill.

**VIII. Rules**

The Vice President for Human Resources as the Plan Administrator is authorized from time to time to make and issue regulations concerning this Plan and any matters not specifically herein prescribed.

Yale University

A handwritten signature in black ink, appearing to read "John Whelan". The signature is fluid and cursive, with the first name "John" being more prominent than the last name "Whelan".

John Whelan  
Vice President for Human Resources

March 26, 2024