

**SCHOLARSHIP PLAN FOR SONS AND DAUGHTERS OF THE FACULTY AND STAFF OF  
YALE UNIVERSITY**

Effective July 1, 1985  
As Amended Through July 1, 2009

**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 sons and daughters 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 Finance and Administration and any official of the University authorized by him or her so to do, shall have authority, within the limitations stated below, to grant scholarships as gifts to student sons and daughters 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 one-third of a calendar year if the institution operates in the summer or some other substantially equivalent unit of study.

**III. Eligibility**

A student son or daughter who files a proper application as required below shall be eligible to receive a scholarship hereunder if on the date of application ("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. One of his or her parents was and on the date of matriculation for the covered term continued to be:
  - (1) A regular full-time member of the faculty or staff of Yale University (full-time for staff is defined as scheduled to work 35 hours or more per week as reflected in the University's records) who was such a member throughout (a) the six years next preceding such date; or (b) the four years next preceding such date and a total of forty-eight months, whether or not continuous, prior to such four years; or

(2) Deceased, on long-term disability or retired from Yale University, and on the date of such death, disability or retirement of such parent was a full-time member of the faculty or staff of Yale University who was such a member throughout the six years preceding the date of death or retirement; or

(3) In addition, 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 the full-time (that is, to no less than 30 hours per week) or to 10 or 11 months per year (at 35 hours per week), provided the reduction becomes effective between February 1, 2009 and October 1, 2009; 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 academic term, year or other period of the institution of his or her choice) in an accredited community college, four-year college or university as a full-time candidate for a Bachelor's Degree or an 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 eight terms or four terms for an Associate's Degree.
- E. The student shall not have attained age 25 and no grant will be made for a term that begins after the student has reached the age of 25 years.

A part time employee who was formerly full-time and who would be eligible to receive an early or normal retirement benefit under the Yale Retirement Plan for Staff Employees if he then retired, shall be treated, for purposes of Paragraph III.B.(2), as having "retired" on the date on which his or her status as a full-time employee of the University terminated.

#### IV. Leave

In computing service for the purpose of subparagraphs IIIB.(1) and (2), time, if any, during which the parent was on sabbatical leave shall be included, and time during which the parent was on other leave shall be included or excluded as the Vice President for Finance and Administration may decide, having regard for whether such leave was for the convenience of Yale University or the parent. In the case of staff, periods of continuous service shall include otherwise continuous periods which are interrupted by a

i) layoff of eighteen (18) months or less, or (ii) a voluntary break in service of three (3) months or less if not resulting from discipline.

V. **Applications**

Applications for scholarships under the Plan should be made in advance of the term with respect to which the award is to be made, in writing by the student on forms prescribed by the Vice President for Finance and Administration or other Officer designated by him or her and should be received not less than forty-five (45) days before the first day of the month in which the term begins.

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 his or her choice, and who has demonstrated his or her merit by maintaining his or her enrollment for an academic period or periods of such institution for which his or her scholarship was requested, shall receive as a gift scholarship from Yale University, during the term for which the scholarship is granted, the lesser of the following.

- (1) Seven Thousand Six Hundred Dollars (\$7,600), or
- (2) One-half the actual charges for such academic term for the tuition and other general college fees of such student (except fees for room and board), not to exceed the total obligation for tuition and general fees. If an institution divides the equivalent of two terms into three periods of study, or operates under some special arrangements, the amount of the award may be prorated on an equitable basis among such periods of study.

B. In the case of a student whose Yale parent was a member of the faculty or staff of Yale University before July 1, 1981, the lesser of the following shall be substituted for the amount provided under Paragraph VI.A, if it would result in a higher scholarship amount:

- (1) Seven Hundred Fifty Dollars (\$750); or
- (2) The actual charges for such academic term for the tuition and other general college fees of such student (except fees for room and board). If an institution divides the equivalent of two terms into three periods of study, or operates under some other special arrangements, the amount of the award may be prorated on an equitable basis among such periods of study.

- C. No student shall receive a scholarship grant with respect to more than eight semesters or the equivalent periods of study. Such grants need not be continuous but no grant shall be made for a term which begins after the student has reached the age of 25 years.

VII. **Payment of Scholarships**

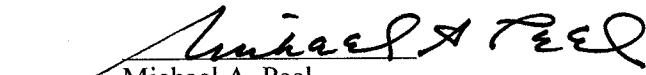
Upon request, the student shall submit to the Vice President for Administration or other Officer designated by him or her a copy of each bill rendered by the institution to the student during the term with respect to which a scholarship has been granted to the student, and all payments shall be made to the institution which rendered the bill.

VIII. **Rules**

The Vice President for Finance and Administration is authorized from time to time to make and issue regulations concerning this Plan and any matters not specifically herein prescribed.

Yale University

5/18/09  
Date:

  
Michael A. Peel  
Vice President for Human Resources  
and Administration