

## **Faculty and Staff Tuition Assistance Policy**

For selected Pacific programs of study that are not already covered by the University employee tuition remission policy, and that are designed for working professionals, such as those with hybrid or distance-based curricula and/or a part time schedule, benefit eligible employees may receive tuition assistance not to exceed the value set annually by the IRS per calendar year as tax exempt, toward their Pacific degree program. Tuition charges and applicable fees in excess of the IRS approved amount will be the financial responsibility of the employee. Employees must be admitted and matriculated into a degree program to receive this benefit, and must maintain the program standard for academic good standing. Failure to maintain sufficient academic standards will result in a loss of this benefit.

For each new cohort (class) the Colleges may accept eligible and qualified employees as students in each degree program on a space available basis. Note that each program maintains ultimate decision-making authority on admissions decisions per program policies, procedures. Once an employee is accepted into the program, the tuition assistance will continue until the employee graduates as long as academic good standing is continuously maintained.

Current Pacific University Programs that are eligible for this benefit include:

College of Arts and Sciences:

Master of Fine Arts in Writing

College of Business:

Master of Business Administration

Master of Science in Finance

College of Education:

PhD in Education and Leadership

Master of Arts in Teaching

Master of Arts in Teaching Special Education

Master of Education

Master of Arts in Education

Master of Education in VFL

Certificate Cultural Competency

College of Health Professions:

Graduate Certificate in Healthcare Compliance

Graduate Certificate in Gerontology

Masters of Healthcare Administration

PhD in Education and Leadership

College of Optometry:

Master of Science in Vision Science

PhD in Vision Science

Additional information for the web page:

- Employees must be in good standing

- Employees must have been employed at Pacific for at least one year
- Employees must be benefit eligible
- Employees must be admitted to the program BEFORE they can apply for the assistance