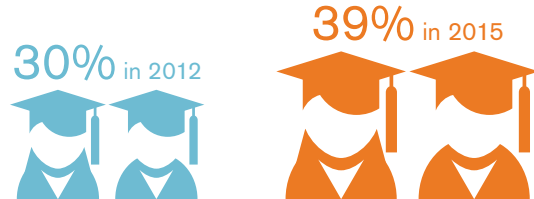


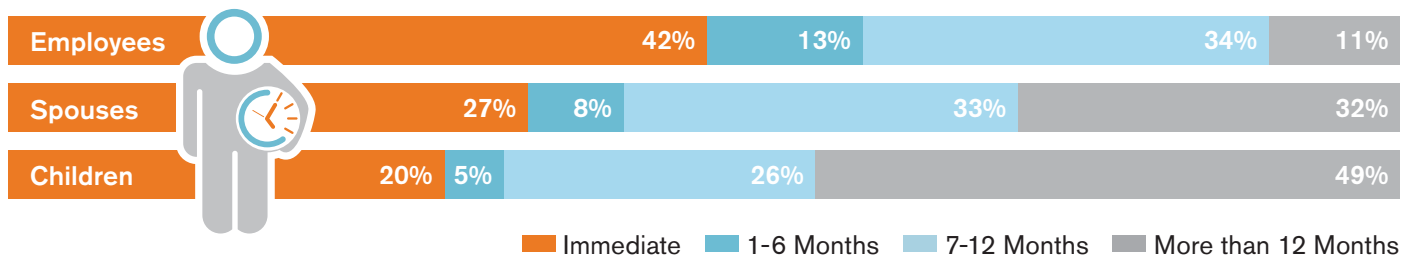
Higher Ed Institutions Use Tuition and Non-Traditional Benefits to Enhance Recruiting While Building Employee Affiliation Through Added Financial Security

Sibson Consulting's *College and University Benefits Study (CUBS)* shows detailed information about benefits offered by more than 450 public and private higher education institutions.*

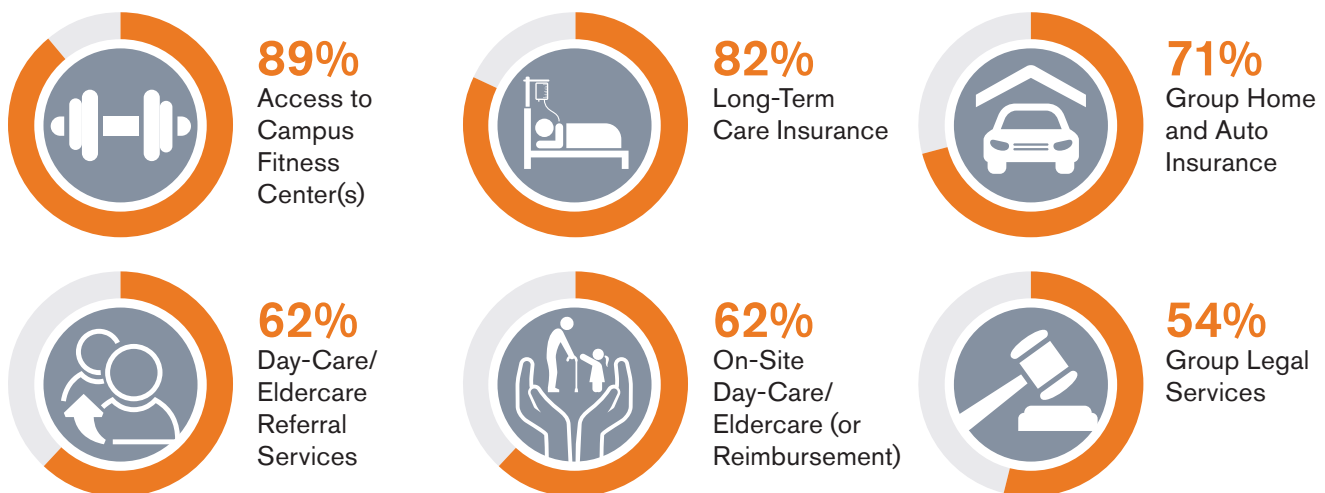
While more than three-quarters of institutions allow their employees' dependent children to attend either their institution or affiliated institutions, the percentage of institutions **limiting the tuition benefit for dependent children** to the employee's institution of employment was higher in 2015 than in 2012.



Institutions are also **increasing waiting periods** for eligibility for tuition benefits.**



Historically, **non-traditional benefits**, which are typically voluntary, have focused on benefits that save employees money or provide additional financial security. Such resources continue to be among the most prevalent non-traditional benefits.



* Except where noted, results are based on 2015 data.

** This data is of administrative staff and representative of all employees.

For a copy of the full CUBS report, or if you would you like to benchmark your institution's plan to these findings, please contact [Leonard Spangher](#) or [Norman Jacobson](#).