University Senate

MONTCLAIR
STATE UNIVERSITY

Recommendation for Membership in the Tuition Exchange Program

12/17/2025, approved by the University Senate

The University Senate recommends that Montclair State University pursue membership in the Tuition Exchange (TE) Program (https://tuitionexchange.org), a nationally recognized reciprocal scholarship association currently comprising more than 650 institutions across the United States and internationally. Participation in this program would offer significant strategic benefits to the University, its employees, and its recruitment efforts.

Rationale

Membership in the Tuition Exchange Program aligns strongly with Montclair State University's institutional priorities and strategic goals in the following areas:

1. Enrollment Strategy and Revenue Growth

Participation would attract high-achieving out-of-state and international students (TE "imports") who contribute to tuition revenue, housing, meal plan income, and geographic diversity. https://tuitionexchange.org/school-list/

TE helps expand Montclair's enrollment footprint into new regions of the U.S. and internationally with minimal marketing expenditure.

2. Talent Recruitment and Retention

TE provides a high-value employee benefit that supports the recruitment and retention of top faculty and staff in a competitive higher education labor market.

Offering TE access demonstrates a strong institutional commitment to employee well-being and family support, enhancing Montclair's position as an employer of choice.

3. Workforce Morale and Equity

TE participation creates an affordable pathway to higher education for dependents of Montclair employees.

Membership advances equity in employee benefits, bringing MSU in line with New Jersey peer institutions (as indicated in IPEDS data) that already participate in this national program.

4. National Visibility and Reputation

By joining a network of 700+ colleges and universities—including University of Delaware, University of Pittsburgh, University of North Florida, Temple University (anticipated), and Stockton University—Montclair strengthens its position among nationally recognized institutions.

TE membership supports Montclair's ongoing strategic goals to increase institutional reputation and academic competitiveness.

Addendum:

The Administrative Affairs Council interviewed a participant in the program, Kathy Nerlinger, Assistant Director of Benefits & Tuition Exchange Program Coordinator at the University of Delaware. The Council compiled the following key takeaways from that interview that may assist in forming a program here at Montclair State University.

A. Scale of Participation
   a. 69 export students (UD dependents attending other TE schools).
   b. 18 full-tuition import scholarships awarded annually.
   c. 350–400 import applications received each year; 18 kept on a waitlist.
B. Program Structure
   a. Tuition Exchange is written into the AAUP faculty union contract; not up for renegotiation.
   b. Administered jointly by HR Benefits (program oversight) and Undergraduate Admissions (merit evaluation).
   c. TE national office provides ongoing administrative support.
C. Import Student Selection
   a. Highly competitive; merit-based with GPA as the primary metric (no SAT requirement).
   b. Admissions conducts academic review; Benefits handles eligibility and coordination.
D. Export Student Rules
   a. Eligibility requires two years of benefitted service.
   b. Faculty dependents automatically approved to apply.
   c. Staff dependents placed in a lottery for about 12–15 export slots.
   d. Structure driven by faculty origin of the program and earlier TE balance requirements.
E. Recruitment & Retention Impact
   a. UD has successfully recruited employees specifically because of TE benefits, showing high value in competitive hiring and retention.
F. Costs to the Institution
   a. $700 annual membership.
   b. $55 per export student participation fee.

Resources

A. Tuition Exchange (TE) Program [The Tuition Exchange](#)
B. [School List - The Tuition Exchange](#)

C. IPEDS Data Feedback Report
   https://irdata.montclair.edu/institutionalresearch/IPEDS/IPEDS%20Data%20Feedback%20Report%202024.pdf