ENDOWMENT MATCH POLICY

SLT 8.2

Date of Last Update:
October 07, 2026

Approved By:

- Senior Leadership Team

Responsible Office:
University Development

POLICY STATEMENT

To provide additional incentive for employees to support endowments the University provides a match equal to the amount of the employee's gifts up to $25,000. Gifts are defined as outright gifts, payments and sustainer payments. Gifts are matched the same year upon actual receipt of cash or similar monetary instruments.

PROCEDURES

The following criteria are to be followed:

Only contributions to named endowments will qualify for matching funds.

Current and retired faculty and staff and their spouse's contributions will be eligible for match. This definition excludes adjunct faculty and staff.

The available funds for matching will be limited to current year earnings of unrestricted endowed funds and undistributed interest earnings. Use of the general fund for employee gift matching is not permitted. If contributions eligible for match exceed available funding, the match will need to be reduced by an appropriate percentage for all gifts.

The match for all eligible gifts is limited up to $25,000 per donor per year of the gifts.

The eligible contributions that are received during the calendar year will be matched in the following February.

SPOUSAL MATCHING LIMIT

The annual match for an eligible employee or retiree and their spouse who is not

independently eligible under this policy is limited to $25,000 combined.

EXCEPTIONS TO THE ANNUAL MATCHING LIMIT

Exceptions to the $25,000 annual matching limit may be considered at the donor’s request, such as when tax law or tax-planning considerations affect the timing or amount of a donor’s contribution.

Donors requesting an exception must still meet the original eligibility requirements of this policy, which apply to current faculty and staff, retired faculty and staff, and their spouses.

Any exception approved under this policy is limited to a total University match of $50,000 for an eligible individual, or an eligible individual and a spouse who is not independently eligible under this policy, in any two consecutive calendar years.

The decision to recommend an exception is at the discretion of the President. All exceptions remain subject to approval by the Chair of the Board of Trustee's Finance and Audit Committee in consultation with the Vice President for Finance and Administration regarding funding availability.