

Comparison of Scholarship/Fellowship vs. Salary/Wages

Scholarship/Fellowship	Salaries & Wages
Financial assistance or support paid to university students; no work assigned.	Compensation for performance of assigned work.
No scope of work.	Scope of work assigned.
No Patent Agreement.	Patent Agreement signed.
No Workers' Compensation coverage.	Workers' Compensation coverage.
No required fringe benefits or remissions.	Applicable employee fringe benefits and Tuition and Fee Remission as appropriate based on eligibility.
Student-mentor relationship; no employer-employee relationship.	Employer-employee relationship.
No grant and contract support unless the purpose of the award is to provide fellowship or scholarship.	Can be paid from grant and contract funds, and other internal funding sources.
Pay at the beginning of the quarter. No obligation to perform any assigned tasks or specific projects.	Pay based upon hours or percentage of time worked performing assigned job specific duties.
Selection based upon University policies that determine student's financial need or merit through competition.	Selection by the individual Principal Investigator or Lead Researcher based on competency, skills, knowledge, and ability and coordinated with Human Resources.
When supported by extramural awards made to NSHE campuses, administered jointly by Sponsored Projects Administration, Contract and Grant Accounting and the responsible school or department.	Salary/wages disbursed by Payroll. When supported by extramural awards made to NSHE campuses, requires additional coordination with Sponsored Projects Administration and Contract and Grant Accounting.
Amounts based upon reasonable need or stipend limits set by the sponsor of the training or fellowship grant.	Amounts restricted by University salary scales.