



# **Faculty Concerns about Employment and Benefits**

Presented by Faculty Council

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# Introduction and Importance Faculty Council

A university committee consisting of senior faculty representatives and an adjunct faculty representative. Our responsibilities include:

- ❖ *Creating and maintaining communication pathways with all faculty.*
- ❖ *Providing a structured space for airing of faculty grievances.*

The issues on the following slides have been brought to faculty council by various faculty members.

## Importance

- ❖ Address concerns affecting faculty and staff morale
- ❖ Retain existing faculty
- ❖ Recruiting new faculty

# Issues of Concern

## 1. Contract Status

- ❖ **Existing Contracts:** Will TJU honor all current Philadelphia University contracts? When will contract letters be used?
- ❖ **Contract Renewals:** Will the structure and timeline of contracts remain as currently formulated? For example, when a 7-year renewal contract faculty is approved for continued employment, will they receive a new 7-year contract?
- ❖ **Post-Tenure Review:** Will there be post-tenure review? If so, will this review apply to currently tenured faculty or tenure-track faculty?
- ❖ **Changes in Faculty Workload:** Given TJU research expectations, will there be a re-balance between teaching load and research?

# Issues of Concern

## 2. Tuition Remission and Tuition Exchange

- ❖ **Tuition Remission:** We currently have tuition remission for employee, spouse and/or dependent children of full-time *employees* on the East Falls campus based upon remission schedule.
  - ❖ Will this policy continue for full-time *employees*?
  - ❖ If the policy changes, will existing employees be grandfathered to receive this benefit?
  - ❖ What about current tuition remission benefits for *adjunct faculty*?
  - ❖ Will certain programs be excluded?
  
- ❖ **Tuition Exchange:** We participate in a competitive scholarship program to allow children of full-time faculty to attend an outside university, pending acceptance into the program by both institutions. Will tuition exchange opportunities continue?
  
- ❖ **TJU Tuition Reimbursement Policy:** What is the structure of the current TJU policy toward tuition reimbursement? Will this policy be brought to the East Falls campus?

# Issues of Concern

## 3. Salary Structure

- ❖ **Salary Stagnation:** PhilaU faculty have lost ground relative to the CPI over the last nine years. Will there be an attempt to recover this reduced economic standing?
- ❖ **Salary Compression:** PhilaU has focused the limited salary money to attract new faculty, creating a compression across the ranks of assistant, associate, and full professors. Will there be an attempt to restore salary divisions across ranks?
- ❖ **Salary Equality:** Will a salary initiative be used to create equivalence of salary between East Falls and Center City faculty, both full-time and adjuncts?

# Issues of Concern

## 4. The University Retirement Contribution

- ❖ **PhilaU Retirement:** Will there be changes to the existing retirement contribution?
- ❖ **TJU Retirement Program:** What is the current TJU policy and how does it differ from existing PhilaU policy?

# Issues of Concern

## 5. Shared Governance

- ❖ **Structure of Shared Governance:** Will TJU East Falls continue following a model of shared governance in which faculty input helps guide important and relevant campus decisions? Is faculty input being considered in the college restructuring process?
- ❖ **Dean of the Faculty:** Why is the Dean of the Faculty position going away? Who will advocate and provide an independent voice for faculty at the administrative level?
- ❖ **Structure of University committees:** What committees will exist under the new governance model? What is the time line for identifying these committees? Is faculty input being considered in the reorganization of the committee structure?

# Issues of Concern

## 6. Health versus Privacy Concerns

### ❖ Health Conditions of Employment

- ❖ **Tobacco-Free:** Will all elements of the tobacco-free policy of TJU Center City be adopted on the East Falls campus? Will this policy apply to adjuncts? Will current users be grandfathered?
- ❖ **Drug-Free:** Will all elements of the drug-free policy of TJU Center City be adopted on the East Falls campus?
- ❖ **Mandatory Vaccinations:** TJU Center City currently requires mandatory vaccinations for all employees and flu shots for all employees who work with patients. Will this policy be adopted on the East Fall campus?
- ❖ **Health Benefits:** What changes will be made to the health insurance policies currently offered? Will use be restricted to medical services provided by the TJU enterprise?