

Recent Faculty and Staff Questions re: PhilaU + TJU

Benefits/Salaries

1. How will our benefits (health, tuition exchange, TIAA, and holidays/time-off, etc.) change? If the answer is not known, when can we expect to know the answer and/or changes to take place? At the launch of the combined university? Will it be for 2016-2017? 2017-2018?
2. How will our salaries be affected? Will it be equalized between schools? For example, if a director at Jefferson is making more than a director at the PhilaU, how will that be reconciled?

Positions/Organization Structure

1. How will Dr. Spinelli's responsibilities change from president to chancellor?
3. How will tenure, contract and promotion policies and procedures be handled (particularly for faculty)?
2. What is the organization chart going to look like? When will we know? Will it be public?
3. What about job security for adjuncts? Will there be more f/t positions?
4. What role will Matt Baker play in tenure/promotion cases going forward?
5. When and how will faculty governance structure be determined?

Process/Timeline/Brand

1. What is in the Definitive Agreement?
2. When there is reference to the "closing," what does that actually mean?
3. When a non-profit closes, they cannot sell their assets but rather donates the assets. TJU has referred to us as the East Falls campus. Will we be donating all of the buildings and land to TJU? What is the benefit to PhilaU?
4. What is the timeline for knowing the name change?
5. What is going to be the University name on degree?
6. Is there a timeline for nonacademic department integration, for example, is there a timeline for HR integration, Physical Plant, security, etc.? How will departments going to be prioritized?
7. When will faculty begin to participate more fully in the planning process?

Academics

1. What is happening for business, design and architecture majors?
2. While there are only two overlapping programs that are a result of the merger with Jefferson there is a lot of concern within those programs from both faculty and students? Can you provide an update if any what the plans are for those two programs. Will they be merged into one campus? Will they be moved to center city? Will the program exist as they currently are? Is there a timeline for change?
3. Will Liberal Arts and Sciences courses be offered on both campuses?
4. What will the role of our industry-sponsored projects and innovation-related activities in the academic pillar?
5. When will we begin to share information between programs, colleges, etc.?
6. What is the future of overlapping programs (OT/PA)
7. Will we continue to use the same Blackboard and Microsoft systems? I find that they work here better than the other institutions that I work at.
8. How does TJU view and value adjuncts? Are adjuncts an important arm of their programs or do they prefer full time faculty?
9. Will there be different types, classes or categories of adjuncts?
10. Will the merger impact the classes that will be offered?

Culture

1. How can we expect the integration to affect PhilaU's culture? Particularly given that Jefferson is such a larger organization overall.