



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?