



Salus University Merger Agreement with Drexel University Frequently Asked Questions Updated August 29, 2023

1. What is the recent announcement?

Salus has entered into an Agreement and Plan of Merger with Drexel University to fully integrate our academic programs into Drexel University.

2. Is Salus part of Drexel now?

No. At this point, both universities have only agreed to merge.

We now seek approval from our accreditors and the Pennsylvania Department of Education, Pennsylvania Department of State and U.S. Department of Education. The approval processes could take more than a year.

Until such time as all the required approvals are obtained, Salus will continue to operate as an independent university.

Only after all approvals have been obtained will Salus be fully integrated into Drexel.

3. Why are we integrating with Drexel University?

As part of our strategic planning process and scenario planning exercises, the Salus community determined that continually considering strategic partnerships was essential to meeting our mission of “advancing integrated healthcare through innovative education, research and clinical services” in light of the rapidly evolving healthcare and higher education landscapes.

We believe that integrating with Drexel University will enhance the student and faculty experience, help us continue to expand the scope of practice, and reach of all of our professions.

4. Where can I find out more about Drexel University?

[Drexel University](#) fulfills its founder's vision of preparing each new generation of students for productive professional and civic lives while also focusing the University's collective expertise on solving society's greatest problems. Drexel is an academically comprehensive and globally engaged urban research university, dedicated to advancing knowledge and society and to providing every student with a

valuable, rigorous, experiential, technology-infused education, enriched by the nation's premier cooperative education program.

5. What is the timeline for integration?

In the coming weeks, Presidents Fry and Mittelman will form and lead an Integration Council that includes appointed faculty and staff leaders from Drexel and Salus. The Integration Council will address the full range of academic and administrative questions including how and when specific academic programs and operational units will integrate into Drexel's structure, and how university processes and decision making will occur. Council membership will be designed to represent all of Salus' academic and administrative operations.

The Integration Council will work to ensure its decisions meet accreditation requirements. The work of the Integration Council will likely take a few years to complete.

6. What will happen to the Salus Elkins Park Campus and Clinics?

An Integration Council made up of representatives from both institutions will be discussing campus plans. For the near future, there are no plans to close the Elkins Park campus or The Eye Institute, Pennsylvania Ear Institute or Speech-Language Institute.

7. What will happen to the Salus academic programs?

Our academic programs will be positioned to thrive through the work of the Integration Council.

8. What does this mean for students?

For the coming academic year, it means continuing your education as a Salus student without any change.

Going forward, when we integrate with Drexel, it means being part of a comprehensive, global R1-level research university providing you with all of the academic offerings and student life services available to all its students. You will have access to Drexel's University-City campus, including the new 12-story, 460,000 square foot state-of-the-art Health Sciences Building.

9. What does this mean for faculty?

For the coming academic year, it means continuing to educate your students, care for your patients/clients and pursue your professional goals as you do every day, without any change.

Going forward, when we integrate with Drexel, it means becoming part of a faculty of over 2,000 educators and clinicians. It means access to all of the professional development opportunities afforded by a comprehensive, global, R1-level research university. All tenured and tenure-track faculty will maintain their status for a period of five years. Thereafter, they will become subject to Drexel's faculty renewal policies. All non-tenured faculty will be retained by Drexel for three-year appointments, subject to Drexel's faculty retention and renewal policies.

You would also have access to Drexel's University-City campus, including the new 12-story, 460,000 square foot state-of-the-art Health Sciences Building.

10. What does this mean for staff?

For the coming academic year, it means continuing to serve our students, faculty and patients/client as you do every day, without any change.

Going forward, when we integrate with Drexel, it means becoming part of a community that serves over 22,000 students and 5,000 faculty and staff. Drexel is expected to retain the majority of our staff for at least a year after we integrate. Staffing assessments will be completed during that time. If there is no opportunity for you at Drexel, a severance payment will be offered.

11. Will faculty and staff compensation and benefits change?

Until the transaction is finalized and approved, Salus remains an independent institution and your salary and benefits will remain unchanged. Following closing, Drexel will consolidate Salus faculty and staff into its benefits and compensation programs, which are designed to attract and retain the best talent in higher education.

12. Will employee seniority at Salus transfer to Drexel and will employees' original hire date be acknowledged?

Yes.

13. Can I apply for positions posted at Drexel?

Yes, through their [Careers at Drexel portal](#).

14. Does Drexel have a hybrid work schedule?

Yes. Drexel supports various types of hybrid work schedules. Availability is dependent on job functions.

15. What will happen to my retirement savings?

For now, you may continue to participate in the PAICU Multiemployer Plan maintained through TIAA.

Drexel's current 403(b) retirement plan is also through TIAA and provides a maximum contribution of 9% or 11% based on age. Drexel makes two types of employer contributions to eligible employees.

- The matching contribution is equal to 100% of combined pretax and Roth contributions (but not catch-up contributions) up to a maximum of 6% of pay.
- Basic contributions are made if the participant contributes at least 1% of pay to the Plan on a pretax or Roth basis. The amount of the basic contribution varies based on age. Those under 50, receive a basic contribution of 3% of pay. Those 50 and over receive a basic contribution of 5% of pay.

16. Will grandfathered retirees continue to be eligible for the retiree healthcare benefit?

Plans are being made to continue this benefit for some period following integration.

17. Will tuition be impacted for students if the Salus/Drexel merger is finalized mid-program? Likewise, will scholarships be impacted?

Tuition and scholarships will not be impacted mid-program.

18. What is Drexel's stance in regard to articulation agreements and how this may impact Salus' existing articulation partnerships?

We do not anticipate the merger impacting any of our existing articulation partnerships.