

AAUP

Voice

December 2012

"Academic freedom for a free society"

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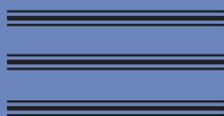
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CONTRACT NEGOTIATIONS THIS YEAR

During this academic year, the AAUP will be representing all full-time faculty members in negotiating a new contract that will determine salaries, benefits, and working conditions. In past years, the AAUP has succeeded in negotiating solid contracts that have improved faculty conditions of employment. In this capacity, the AAUP is committed to realizing the stated goals of the *Collective Bargaining Agreement* "to improve the quality of education and to maintain the high standards of excellence at the University of Delaware." The contracts we have negotiated with our colleagues in the Administration have contributed significantly to the recognition the University has received from the *Chronicle of Higher Education* as one of "The Great Colleges to Work For."

In recent years, the AAUP has negotiated salaries for UD faculty that have made significant improvements in salary and total compensation relative to our comparator institutions. We have maintained health care benefits during a time when they have eroded at other institutions. Last academic year, the AAUP was invited by the Vice President for Administration and Finance to participate in selecting new insurance plans that improve the coverage on our vision, dental, and life insurance plans. We also added an academic freedom provision to the *Collective Bargaining Agreement* that is truly state of the art in protecting the freedom of faculty members to teach, to engage in research and creative activities, to publish, and to speak publicly on community concerns and matters of institutional policies and actions.

There are several reasons for AAUP success in contract negotiations. First, the AAUP has presented well-reasoned and well-formulated proposals. Our proposals are based on best practices at other universities, relevant responses to surveys conducted of UD faculty, and discussions with faculty members across the University. Second, the AAUP Steering Committee fully discusses and approves proposals before they go to the negotiating table. The Steering Committee represents faculty members across the University and plays an active role in the negotiation process. Third, proposals are disseminated through the newsletter and at meetings with faculty. We seek faculty involvement and participation throughout the negotiation process. Finally, the AAUP has established professional and collegial relationships with the Administration. Our negotiations have been characterized by careful deliberation and respectful exchanges of ideas and information with a problem-solving approach.

Over the course of this year, there will be newsletters devoted to reviewing the procedures for collective bargaining, presenting the rationales and substance of proposals and reports on how we are proceeding. We look forward to participation of faculty members in this process as we think through and make the case for improvements in our conditions of employment to fulfill the research and educational missions of the University.

MEMBERSHIP AND PARTICIPATIONS: KEYS TO BARGAINING POWER

Strong AAUP membership and the active involvement of the faculty are our greatest strengths in contract negotiations. Membership is especially important when contracts are in play. AAUP members are the ultimate decision makers when it comes to contract proposals that the AAUP makes to the University. Through their votes, AAUP members determine who serves on the Steering Committee. When a contract agreement is reached between the AAUP and the University, it must first be approved by the Steering Committee and then ratified by AAUP members. Only AAUP members can decide whether to accept or to reject the proposed contract.

Faculty members who do not join the AAUP weaken the faculty's bargaining strength and are nonparticipants in decisions that greatly affect them. The first act by faculty members who are not AAUP members and who want to improve salaries and conditions of employment is to join the AAUP by filling out a dues deduction card. For AAUP members, stay informed and active as we enter this year's contract negotiations.

SPECIAL SALARY ADJUSTMENT FOR THE 2012-2013 ACADEMIC YEAR

Article 12.8 of the *Collective Bargaining Agreement* recognizes that there are situations that require the University to make special salary adjustments for individual faculty members in addition to the specified salary increases. Special salary adjustments may be implemented by the University to address gross inequities, to retain a faculty member, and to address market demands that affect particular academic units. A report of special salary adjustments is provided to the AAUP Contract Maintenance Officer.

For the current academic year, thirty-six faculty members are receiving special salary adjustments totaling \$149,107. Twenty-two faculty members are receiving salary adjustments based on gross inequities that range from \$500 to \$5,000. The total for equity adjustments is \$54,889. Fourteen faculty members are receiving salary adjustments based on market or retention that range from \$1,500 to approximately \$14,000. The total for market and retention adjustments is \$94,218.

AAUP Voice

A. Timothy Spaulding

The AAUP Voice is the official newsletter of the University of Delaware Chapter of the American Association of University Professors.

The Voice appears four times a year, twice in the fall semester and twice in the spring semester.

The Executive Council acts as editorial board. During contract negotiations or when otherwise warranted, Bargaining Team members also participate on the board.

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Hours: M-TH (9 a.m.-2 p.m.)

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Equity adjustments are based on the salary disparity study conducted during 2011-12 and are subject to the recommendation and approval of the appropriate deans and the provost based on the merits of each case. This year, all recommendations for equity adjustments made by deans were approved by the provost. An individual faculty member may request information from their chairperson regarding their own salary situation.

AAUP RESOLUTION ON ADMINISTRATIVE SEARCHES

The Committee on Government of Colleges and Universities of national AAUP has drafted a statement, *Confidentiality and Faculty Representation in Academic Governance*. This statement includes the following with regard to searches for higher administrative officers:

Unless mandated to be open by state law, many searches have an initial, confidential screening stage conducted by a search committee that should include faculty. It is normally followed by a stage in which finalists are interviewed. In this final stage in the process, the names of finalists should be made public to the campus community, so that the campus community at large, faculty committees, or least selected faculty members, have an opportunity to interview the finalists and forward their views to the search committee or to a consulting firm employed by the college or university.

With this draft statement from national AAUP in mind, and with the resolution passed by the University Faculty Senate on November 5, 2012, the Executive Council of the University of Delaware Chapter of the AAUP unanimously passed the following resolution at its November 7, 2012 meeting:

The UD/AAUP recommends that the Provost search and other high-level administrative searches (including searches for Deans) be conducted in a reasonably open manner, such that the short-listed candidates are announced and brought to campus where our students, faculty and other concerned members of the University community may engage them and provide feedback before a finalist is selected.

The AAUP Executive Council recognizes and supports confidentiality in the early phases of a search for Provost and other high-level academic administrators. We also recognize and highly value the importance of discussions between finalists for high-level academic administrative offices and faculty members. Finalists may benefit from interacting with and learning about the faculty, and faculty may meaningfully contribute to the selection process. This is an essential feature of any process rooted in shared governance and mutual respect among faculty members and administrators.

THE AAUP NEEDS YOUR MEMBERSHIP

Fortunately, the UD/AAUP does not face the hostile political environment that is being experienced and struggled against by colleagues in Wisconsin, Michigan, Ohio, and other states. Yet the reality in these states demonstrates how fierce opposition can become to collective bargaining for salary, benefits, academic freedom, and the maintenance of shared governance.

The greatest strength that the AAUP has is an active, engaged and vigilant membership. For the AAUP to do its work requires that all faculty members join and participate. If you are not a member of the AAUP, now is a critical time for you to join and build our bargaining power. You can join by filling out a form on the AAUP web site. If you are a member, it is important that you participate. By definition, a membership organization needs active members. That is the source of the AAUP's strength and success.

AAUP

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