

AAUP

Voice

Read About

December 2015

"Academic freedom for a free society"

AAUP: Organizing to
Bargain for a New
Contract

p. 1

UD/AAUP's Bargaining
Team

p. 1

Ad Hoc Advisory
Committee

p. 3

Moving Forward

p. 3

AAUP: ORGANIZING TO BARGAIN FOR A NEW CONTRACT

The current *Collective Bargaining Agreement* (CBA) between the University of Delaware and the University of Delaware Chapter of the American Association of University Professors (UD/AAUP) expires on June 30, 2016. Calvin Keeler, President of UD/AAUP, has informed the University administration that our chapter intends to initiate bargaining for a new contract at the beginning of Spring 2016.

The upcoming contract negotiations are singularly important for setting terms of employment for all full time faculty members. Salaries, benefits, retirement benefits, security of employment, workload, merit pay policy, s-contract compensation, and many other conditions of employment will be determined by the CBA negotiated between the AAUP and the University. Moreover, all of the policies in the *Faculty Handbook* that affect faculty members, including peer reviews, promotion and tenure, and sabbaticals are subject to the grievance procedure stipulated in the CBA.

The appointment of a Bargaining Team is the very important first step in preparing for contract negotiations. Following the Chapter's Constitution and Bylaws, the Executive Council appointed a Chief Negotiator and proposed a slate of AAUP members to serve on the bargaining team to the Steering Committee. At its December 9, 2015 meeting, the Steering Committee had a full and robust discussion of the upcoming negotiations and unanimously approved the slate of bargaining team members proposed by the Executive Council.

UD/AAUP'S BARGAINING TEAM

The UD/AAUP Bargaining Team brings a wealth of experience, knowledge, and leadership to the upcoming negotiations with our

[Cont. on Page 2](#)

Administration colleagues. The team includes faculty members who are have been active leaders in the AAUP, the University Faculty Senate, and their academic departments and colleges:

Gerry Turkel, Chief Negotiator

Gerry is Professor of Sociology and Legal Studies. He joined the UD faculty in 1975. Gerry has served as Chief Negotiator for the past three contracts between UD/AAUP and the University. He serves as Contract Maintenance Officer for our chapter. In the past, he served in many capacities for the UD/AAUP, including President and Chief Grievance Officer. Gerry has extensive experience with national AAUP. He was a member of the Executive Committee of the AAUP Collective Bargaining Congress for six years, a member of the AAUP National Council for nine years, and served as Chair of the Government Relations Committee.

Martha Buell

Martha is Professor of Human Development and Family Studies. She has been a faculty member at UD since 1996. Martha has served on the AAUP Steering Committee and in many capacities in the University Faculty Senate. She has been a member of the Faculty Welfare and Privileges Committee, served as Chair of the Promotion and Tenure Committee, has been Chair of the senate Budget Committee, and is Vice President of the Faculty Senate. Martha was a member of the Faculty Senate Ad Hoc Committee on Responsibility Based Budgeting.

Deni Galileo

Deni is Associate Professor of Biological Sciences. He has been a faculty member at UD since 2000. Deni has been an elected member of the AAUP Steering Committee for two contract cycles. He served as President of the University Faculty Senate. He is in his fifth term as an elected University Faculty Senator and has served in the senate as President-Elect and Past President. Deni was a member of the Faculty Senate Ad Hoc Committee on Responsibility based Budgeting. He currently serves as an elected Senator-at-Large in the College of Arts and Sciences Senate. He previously served as Secretary of the College of Arts and Sciences Senate. He is a vocal advocate for protecting and strengthening the role of faculty in shared governance.

Brian Hanson

Brian Hanson is Professor of Geography. He has been a faculty member at UD since 1987. Brian has had administrative experience. He served as Associate Chair and Chair of the Department of Geography and as

AAUP Voice

A. Timothy Spaulding
VOICE Editor

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 the editorial board. During contract negotiations or when otherwise warranted, Bargaining Team members also participate on the board.

AAUP Executive Council:

Calvin Keeler, President
Tom Powers, Vice President
Theodore Davis, Secretary
Diane Ferry, Treasurer
Prasad Dhurjati, At-Large
Leslie Reidel, At-Large
Danilo Yanich, At-Large

Gerry Turkel
Contract Maintenance Officer
831-1567

Brian Hanson
Grievance Officer
831-8268

Suzanne Potts, Office Manager
University of Delaware
011F Hullihen Hall
Newark, DE 19716
Phone: 302-831-2292

Website:
<http://www.udel.edu/aaup/>

Hours:
Monday - Friday
8:00 - Noon

Director of Environmental Science. He has served on the Executive Council of UD/AAUP since 2010, and has been serving as Chief Grievance Officer for the past three years. Brian has extensive experience in the University Faculty Senate. He has served on the Executive Committee of the Faculty Senate and as elected chair of the Committee on Committees and Nominations for the past three years.

[Beth Morling](#)

Beth Morling is Professor of Psychological and Brain Sciences. She joined the UD faculty in 2003. Beth was Professor of the Year for the State of Delaware in 2014. Beth served on the UD/AAUP Bargaining Team for the current CBA. She is a CT faculty member. Beth is co-chair of the CT faculty caucus and is active in promoting fair titling and promotion practices for CT faculty members.

AD HOC ADVISORY COMMITTEE

In order to provide perspective, ideas, and to serve as a resource to the Bargaining Team, the AAUP Executive Council has formed an Ad Hoc Advisory Committee. As negotiations proceed, the Bargaining Team will call upon members of this committee for advice, for suggestions on drafting proposals, and for data gathering. This is an open committee and the members may change over the course of negotiations. All colleges will be represented on this committee. The members include the following:

Michael Chajes, Professor, Civil and Environmental Engineering

Charles Elson, Woolard Professor, Finance

Benjamin Fleury-Steiner, Sociology and Criminal Justice

John Morgan, Associate Professor, Physics and Astronomy

Executive Council members are *ex officio* members of the Advisory Committee

The UD/AAUP Bargaining Team brings

MOVING FORWARD

As negotiations proceed, the Bargaining Team will meet regularly with the Steering Committee and Department Representatives. The team will keep your representatives informed and they will convey ongoing developments to you. In addition, the *AAUP VOICE* will provide information on the bargaining process, the important role played by the Steering Committee, and proposals that are being presented and discussed during negotiations.

All faculty members have a stake in the negotiation process that will lead to a new contract that sets conditions of employment for our teaching, research, and professional activities at the University. The AAUP leadership encourages every faculty member to keep informed and provide input to the process.

If you are not a member of the AAUP, you should join. A membership form is attached. Your membership will build our bargaining power and give you the right to vote on a contract once a contract is approved by the Steering Committee. Exercise your full rights as a faculty member!