

## AAUP

## Voice

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May 2014

"Academic freedom for a free society"

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## THE AAUP AND YOU: ACCOMPLISHMENTS AND NEW AGENDA

The AAUP has been representing full-time faculty members at the University of Delaware since 1971. During that time, the AAUP has negotiated legally enforceable contracts with the University that have provided salary and benefits packages above the median for research universities in our region, enhanced the protection of academic freedom and provided state of the art employment security. Since the 1990s, the AAUP has been at the forefront of securing salary equity for female faculty members, proposing equal benefits for same sex domestic partners, and enforcing workload and merit pay policies developed in academic units. Since 2008, while many institutions were cutting salaries, benefits, and implementing faculty furloughs, the AAUP negotiated and enforced contracts that will increase faculty salaries by 23 percent by 2016 while maintaining and improving health care, dental, and retirement benefits.

The AAUP is striving to build on its past accomplishments under changing conditions of higher education that demand a new vision and a new agenda. The *Collective Bargaining Agreement (CBA)* provides important protections for us as faculty members and for the integrity of our mission. There are long standing provisions limiting the conditions and duration under which part-time and temporary faculty can be employed. In recent contracts, provisions securing academic freedom and employment protection for faculty members when academic units disbanded have been added to the CBA. As required by the current contract, committees are being established that include AAUP, Faculty Senate, and Administration members on two key issues: the conditions of employment for CNTT faculty members, and the role of the faculty in searches for academic administrators.

In addition to these provisions and initiatives, the AAUP is actively

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engaged in other key issues that affect the faculty. The AAUP has been participating in discussions involving the Faculty Senate, the Administration, and outside vendors dealing with the development of online programs. In these discussions, the AAUP has focused attention on the central role of the faculty in designing and implementing programs and courses and the need to maintain the integrity of faculty positions. At the initiation of the provost, the AAUP will participate in discussions of budgeting at the University and, specifically, on Resource Based Budgeting (RBB) which has had a major impact on departmental and individual faculty activities. Beyond these crucial issues, the AAUP is exploring ways to secure the intellectual property of faculty members under conditions of administrative and technological change.

In the everyday ongoing activity of academic life, many faculty members may not fully realize the extent to which the AAUP and the CBA enhance and secure their conditions of work nor how the AAUP is organized. The AAUP at the University of Delaware has a dues structure that is among the lowest for any comparable collective bargaining chapter. With one part-time employee, the AAUP relies fully on the volunteer efforts of faculty members who serve on the Executive Council, the Steering Committee, as department representatives, and people serving in a variety of positions, including Grievance Officer, Contract Maintenance Officer, and newsletter Editor, as well as on variety of committees. The AAUP's continued success depends on faculty members joining the AAUP, participating in its deliberations and actions, and taking on responsibilities for it.

## ELECTION OF NEW EXECUTIVE COUNCIL OFFICERS

### **President: Calvin L. Keeler, Jr.**

Calvin Keeler is Professor in the Department of Animal and Food Sciences in the College of Agriculture and Natural Resources. He has been on the University of Delaware faculty since 1987. Calvin teaches courses in animal diseases and molecular genetics while his research program focuses on the pathogenomics of avian diseases. Calvin has served as an at-large member and Treasurer of the Executive Council and as Chapter President for the past two years.

### **Vice President: Tom Powers**

Tom Powers is Associate Professor in the Department of Philosophy and in the School of Public Policy and Administration. He is also the founding director of the Center for Science, Ethics & Public Policy. He came to the University in 2005. His research is on the ethics of emerging

## 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.

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### 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

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Contract Maintenance Officer  
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Hours:  
Monday - Friday  
8:00 - Noon

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technologies, and he regularly teaches environmental ethics and research ethics, as well as engineering ethics (for the Department of Electrical and Computer Engineering).

**Secretary: Theodore J. Davis, Jr.**

Theodore J. Davis, Jr. is an Associate Professor in the Department of Political Science and International Relations at the University of Delaware. He has a joint appointment in the Department of Black American Studies. His research and teaching interests include urban politics, governance and inequality (especially as it relates to African Americans and people of African heritage). He regularly teaches courses in the areas of public policy, urban politics, race and politics, and the politics of poverty. He recently served on the AAUP collective bargaining team. Davis came to the University of Delaware in 1987.

**Treasurer: Diane Ferry**

Diane Ferry, Associate Professor of Business Administration, joined the UD faculty in January 1979. An AAUP member for more than twenty years, she became a member-at-large of the Executive Council in March 2010 and Treasurer in 2011. Her teaching has included a range of management topics in the MBA, EMBA, and undergraduate curricula. Her research and teaching in recent years have focused on international business cultures and international management.

## ACCESS TO LOANS ON RETIREMENT FUNDS

In the fall issue of *The AAUP VOICE*, we reported that the AAUP leadership and the University discussed a proposal to enable faculty members to borrow money from the voluntary contributions made to their 403b retirement accounts. This proposal would enable University employees to borrow 50 percent or \$50,000 from these funds, whichever is less. This proposal, which has the support of the Administration, will not go into effect during this academic year. The University has hired consultants to review the retirement plan, and we expect that the proposal to borrow against 403b retirement accounts will go into effect upon completion of that review. We look forward to making progress on this proposal by the end of the summer.

## SALARY DISPARITY STUDY

The current *Collective Bargaining Agreement* stipulates that a salary disparity study be administered during the first semester that the Agreement goes into effect. Based on concerns expressed by faculty members that past studies did not capture potential inequities, especially for women who are full professors, members of the AAUP leadership have had several meetings with members of the

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Administration to review and improve the algorithm used for the salary study. We expect that these discussions will lead to a more refined and sophisticated algorithm that will improve the information provided by the study. The study will be completed during this academic year.

## ACTIVITIES OF THE JOINT COMMITTEE ON CNTT FACULTY

In accordance with the Collective Bargaining Agreement (CBA), the Joint Committee on CNTT faculty was created to resolve some inconsistencies between policies stated in the Faculty Handbook and those stated in the CBA regarding Continuing Non-Tenure Track Faculty. These inconsistencies exist, in part, because recent issues concerning CNTT faculty have developed between CBA cycles. The committee consists of nine faculty members - three appointed by the Administration, three from the Faculty Senate and three from the AAUP.

The committee's charge is to make recommendations to the Faculty Senate regarding proposed changes in the handbook addressing issues that might more properly belong in the CBA. Thus far the committee has met twice and has made two initial recommendations:

- Include separate paragraphs for Temporary Non-Tenure Track Faculty and CNTT in the Faculty Handbook (4.1.6)

- Remove mention of merit pay and terms of employment (4.1.6).

The final report is due in October 2014.

## SUPPORT AND JOIN THE AAUP

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.

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