

# AAUP

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  
Fax: 302-831-4119  
Website:  
<http://www.udel.edu/aaup>

# Voice

---

October 2014

"Academic freedom for a free society"

---

#### Special Salary Adjustments, 2014-2015

Article 12.8 of the *Collective Bargaining Agreement* provides for special salary adjustments in addition to the across-the-board and merit pay increases required on an annual basis. The University may implement special salary adjustments for three reasons: (1) to correct a "gross inequity"; (2) to retain a faculty member; and (3) to correct salary disparities "relative to market demands." The University informs the AAUP Contract Maintenance Officer, Dr. Gerry Turkel, of the salary adjustments that have been made.

For this year, 2014-2015, twenty-eight faculty members who are covered by the provisions of the *Collective Bargaining Agreement* received special salary adjustments. Seventeen faculty members received salary adjustments for reasons of equity. The adjustments ranged from \$500 to \$4,200. Two faculty members received adjustments for market reasons. Each adjustment was \$5,000. Nine faculty members received salary adjustments for reasons of retention. These adjustments ranged from \$3,000 to \$30,000. Of the twenty-eight faculty members who received special salary adjustments, fifteen are men and thirteen are women. A total of \$188,014 was distributed in special salary adjustments.

In order to determine whether faculty members are eligible for salary adjustments based on equity, a salary disparity study is conducted by the Office of Institutional Research and Planning. When disparities are found, they are sent to the deans of appropriate colleges for review and discussion with department chairs and school directors. Deans and chairs make recommendations based on their analysis of the data to the Provost. The Provost reviews the recommendations and, as stated in Article 12.8, "makes every effort to approve the recommended salary adjustments." For 2014-2015, all of the recommendations made by deans were approved by the provost.

During this contract, the salary disparity study was postponed in order to review and modify the algorithm that has been used in prior years. The algorithm used for this year's study better accounts for factors affecting gender differences and for annual appraisals. Discussions of the algorithm and related issues that affect salary disparities and equity are continuing between the AAUP and the Administration.

ATTEND THE AAUP COMMUNITY UNIVERSITY FORUM AND LUNCH ON UD FINANCES ON NOVEMBER 10. SEE THE ATTACHED FLYER FOR RSVP INSTRUCTIONS.

