



AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

DECEMBER 2019

UNIVERSITY OF DELAWARE
CHAPTER

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Response to Retirement Plan Changes



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In mid-November, faculty members received notice that their investment options within their TIAA accounts would be changing significantly within several weeks' time. The AAUP-UD had received no advance notice of these changes and was offered no additional information about them. As a result, the AAUP-UD leadership called for a meeting with UD administration, which was held on December 6, 2019, and attended by AAUP-UD leaders, senior human resources officials, and Vice Provost for Faculty Affairs Matt Kinservik. In this meeting, AAUP-UD leaders expressed serious concerns about the lack of transparency and faculty involvement in this process. They also shared comments they had received from bargaining unit members about the undue burdens placed upon them to make important financial decisions and consult with

financial advisors given such a narrow time frame within such a busy time of the semester. The administration responded by scheduling [additional individual and group informational sessions](#) related to the plan changes and by providing a [webinar](#) about these changes. The administration also agreed to meet with AAUP-UD representatives about significant HR-related matters at least once a quarter. AAUP-UD leaders hope that these meetings will foster a spirit of greater cooperation between themselves and UD administrators on HR-related issues.

Step 3 Grievance over Lump Sum Contributions

On November 22, the AAUP-UD's Executive Council voted unanimously to file a Step 3 Grievance with the administration concerning faculty 403(b) retirement contributions, and filed this grievance on November 25 through their legal counsel. The grievance was filed because the administration failed to match faculty retirement contributions for the 2018 \$1,500 lump sum payment as required by Section 12.2(c) of the Collective Bargaining Agreement after faculty contributions were made. In addition, the administration did not allow faculty contributions for the earlier 2017 \$1,000 lump sum payment. We hope that this dispute will be resolved amicably by allowing faculty to make a contribution toward the 2017 payment and by the administration making their required match payments to faculty retirement accounts.

Work in Progress

Salary Equity Committee

FMLA Questions



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A key provision in Article 12.14 of the Collective Bargaining Agreement (CBA) stipulates the following: "A committee composed of three members designated by the AAUP and three members designated by the Administration shall agree to study issues of salary

compression and inversion and gender and racial equity. The committee shall issue a report to the President and the Provost by April 30, 2018 with specific remedies." Recognizing that this deadline has long passed, the AAUP-UD has been encouraging the administration to increase its efforts to schedule committee meetings and to collect and share data with all its members. In a step forward, the administration called a meeting on November 6, 2019, and shared preliminary data. However, AAUP-UD representatives felt that more data and explanation were needed and requested that the administration provide it in a timely fashion. The AAUP-UD will continue to seek this information and to press for further progress in the development of this vital report. The AAUP-UD is strongly committed to revealing and remedying salary inequity, inversion, and compression.

In response to inquiries by bargaining unit members, the AAUP-UD has been researching the administration's implementation of the Family and Medical Leave Act of 1993. The AAUP-UD has been



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investigating several key questions: What triggers a faculty member's placement on FMLA leave? Does being placed on FMLA leave limit a faculty member's ability to work from home as they are able? Who and what determines whether a faculty member is placed on FMLA leave or given an administered load? In an attempt to get answers to these questions, the AAUP-UD has been collecting information from a variety of sources, including UD administration, the national AAUP organization, and bargaining unit members. If you have information to share, please contact the AAUP-UD at admin@aaupud.org and a representative will get back to you.

Dues Update

The dues paid by AAUP-UD members cover both their national AAUP and UD chapter memberships. Effective January 1, the national AAUP is raising its dues from \$212 to \$240 per year. The UD chapter dues, which total 75% of national ones, will increase proportionately. That means that AAUP-UD members will be asked to pay a total of \$420 per year, or \$17.50 per paycheck, an increase of \$2.04 per paycheck. (Members who joined this academic year will continue to have their dues remitted until Fall 2020.) Despite this increase, AAUP-UD dues are still relatively low. For example, membership dues at similar AAUP bargaining chapters at Hofstra University, the University of Cincinnati, Adelphi University, and Utica College are 1% of salary. A professor making \$80,000 in salary and belonging to one of these institutions, then, would pay \$800 per year in chapter dues whereas a professor making the same salary at UD would pay \$420 per year. AAUP-UD leaders take pride in being careful stewards of members' contributions.



Back (l. to r.): John Morgan, Secretary; Deni Galileo, President; Francis Kwansa, Treasurer. Front (l. to r.): Prasad Dhurjati, At-Large Member; Martha Buell, Contract Maintenance Officer; Anastasia Chirside, Vice President; Vickie Fedele, Communications Officer; Leslie Reidel, At-Large Member. Not pictured: Calvin Keeler, Past President; Brian Hanson, Grievance Officer.

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SEASON!

HAPPY HOLIDAYS
FROM THE AAUP-UD'S
EXECUTIVE COUNCIL

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