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Immediate Vesting Approved

Earlier this spring, UD administration approached AAUP-UD leadership with a proposal to amend the CBA to eliminate the 5-year vesting period for 403(b) retirement plans. Having lobbied for immediate vesting in the previous collective bargaining period, the AAUP-UD leadership presented the proposal to the Steering Committee and, later, to the general membership of the AAUP-UD for a vote. Both bodies voted overwhelmingly to support the amendment. The amendment will go into effect after a Memorandum of Understanding and Agreement is signed by AAUP-UD leadership and UD administration. Immediate vesting of UD's contributions to retirement plans will be retroactive to January 1, 2018, which is when the 5-year vesting period took effect.

Spring Faculty Forum Notes



On May 6, the AAUP-UD partnered with the Faculty Senate and UD ADVANCE to host a forum on faculty mentorship and service, which was attended by approximately 40 faculty members. On the panel were AAUP-UD President Deni Galileo; Chris Williams, President of the Faculty Senate; Matt Kinservik, Vice Provost for Faculty Affairs; Heather Doty, Co-Principal Investigator of UD ADVANCE; and Interim Dean John Pelesko of the College of Arts and Sciences. Discussion included Chris Williams' overview of [Faculty Handbook Section 4.4.2](#), Mentoring for Faculty Promotion and Tenure, which was passed in December 2018. This section of the handbook outlines the requirements for formal mentoring programs for instructors, assistant professors, and associate professors. Vice Provost Kinservik noted that the implementation of mentoring protocols had been discussed at length at the [Provost's Chairs' Workshop](#) this past March. Heather Doty, of UD ADVANCE, emphasized the particular importance of establishing formal mentoring protocols for women faculty and faculty from historically underrepresented groups because they tend to receive less career advice from colleagues while having to work harder to achieve their professional respect.

On the essential nature of faculty service in an institution committed to shared governance, all parties were in agreement. A number of faculty members in the audience expressed concerns that service was not being adequately recognized in their workloads and reviews; both Vice Provost Kinservik and Interim Dean Pelesko acknowledged these concerns and expressed their commitment to working with department chairs to address them.

The AAUP-UD is planning another faculty forum for Fall 2019. In choosing the topic, the AAUP-UD is soliciting the opinions of faculty members about the issue(s) that they would like to see addressed. **Faculty members are asked to share their topic preferences by filling out the brief online survey linked below.**

WE WANT YOUR OPINION!

[Click here to indicate your preferences for fall faculty forum topics.](#)

AAUP-UD's Historic Commitment to CT Faculty

The AAUP-UD has always supported the rights and protections of Continuing Track (CT) faculty members as the sole bargaining unit for all full-time faculty members regardless of their tenure status. In the 1990s, the AAUP-UD's efforts on behalf of CT faculty grew along with these faculty members' numbers. At the time, enrollments were surging largely because of an increase in the admission of out-of-state students, and UD administration increased its hiring of CT faculty to meet the instructional demand. Many of these faculty members, the majority of whom were women, were hired on yearly contracts and had little economic security, minimal participation in shared governance, and no clear path to promotion.

Recognizing the need for all faculty to have fair compensation, job security, and academic freedom, the AAUP-UD formed an ad hoc committee with the provost's office to investigate the specific concerns of CT faculty members in 1996. The outcome of this committee was the "Non-Tenure Track Faculty Policy," which was added to the Faculty Handbook in August of that year. The policy established the current system of CT faculty being offered continuous employment based on positive reviews at specific intervals. It also secured CT faculty access to merit pay and promotion in rank and instituted safeguards against arbitrary termination. In 1999, the next bargaining year, the AAUP-UD also successfully argued for language to be included in the CBA that solidified the Faculty Handbook's Non-Tenure Track Faculty policy as the contractual basis for the terms of CT faculty employment. For the 2013-16 CBA, the AAUP-UD successfully bargained for language that requires AAUP-UD approval for any change in the CT policy.

In 2013, the AAUP-UD encouraged the formation of the first CT caucus, which continues to advocate for the interests of its members. In 2014, when the CT Commission was established by the provost and the Dean of CAS to address issues including the titling of and promotion criteria for CT faculty, the AAUP-UD had no official representation on the committee. However, two AAUP-UD Executive Council members served as commissioners and kept the AAUP-UD informed of the commission's work. In 2015, the commission issued its recommendations, including 1) that the more positive term "continuing track" be substituted for "continuing non-tenure track" as the official nomenclature for CT faculty and 2) that CT faculty be evaluated for promotion based on their workload, such that a faculty member assigned a workload heavy on teaching and service not be required to demonstrate excellence in scholarship to advance in rank. These recommendations were subsequently supported by the AAUP-UD and ratified by the Faculty Senate.

This spring, the AAUP-UD supported a Faculty Senate resolution extending a "Stop the Review Clock" benefit to CT faculty members similar to the "Stop the Tenure Clock" benefit afforded to tenure-track faculty. Stopping the review clock will allow CT faculty members experiencing the birth/adoption of a child, personal illness, or family illness to extend their initial six-year probationary period within designated parameters.

The AAUP-UD has been and will continue to be a strong advocate for CT faculty.

AAUP-UD Student Award Winners Announced

This spring, the AAUP-UD convened a committee to choose the 2019 winners of the AAUP-UD Student Award, which is a \$2,000 scholarship given to graduating seniors who intend to pursue graduate studies with the goal of becoming college or university professors. The committee included Palaniappa Krishnan, Associate Professor of Applied Economics and Statistics and committee chair; Paul Quinn, Trustees' Distinguished Professor of Psychological and Brain Sciences; and Carlton Cooper, Assistant Professor of Biological Sciences and Africana Studies. These committee members selected Tiange Zhang, B.S. in Mechanical Engineering, and Nathaniel Merrill, B.S. in Computer and Information Sciences, as this year's award winners.

Tiange Zhang, B.S., Mechanical Engineering



Tiange Zhang spent over two years as an undergraduate researcher in Professor Lucas Lu's Cartilage Bioengineering Lab, where she conducted research that she then presented at the Annual Meeting of the Orthopedic Research Society in 2018 and 2019. She also published her research in a co-authored article in the *FASEB Journal*. In addition to being an accomplished undergraduate researcher, Tiange has excelled as an undergraduate TA, having been selected as Lead TA

for Dr. Jenni Buckley and Dr. Michael Keefe's Computer Aided Design course and for Dr. Jenni Buckley and Dr. Joshua Enszer's Introduction to Engineering Course. Tiange hopes to obtain a Ph.D. in Mechanical Engineering from Vanderbilt University with an emphasis on medical device design and prosthetic robotics so that she'll have "the privilege to better both the whole of human society through robotic technology as well as the lives of graduate and undergraduate students through mentoring."



Nathaniel Merrill, B.S., CISC

As an undergraduate at UD, Nathaniel Merrill conducted research in the labs of two professors: Dr. Guoquan Huang, with whom he studied robotics localization and mapping algorithms, and Dr. Sunita Chandrasekaran, with whom he studied artificial intelligence. At the international conference Robotics: Science and Systems, Nathaniel presented the article "Lightweight

Unsupervised Deep Loop Closure," which he co-authored with Professor Huang. Named as the 2019 CISC Outstanding Senior, Nathaniel intends to obtain a doctorate in robotics and artificial intelligence at the University of Delaware so that he can "become a professor to teach and inspire the next generation of computer scientists and roboticists."

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