

"Faculty members at UD are simply stronger together. Being in the AAUP-UD is the manifestation of that togetherness."

--Michael O'Neal, Grievance Officer

**MANIFEST TOGETHERNESS:
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TO JOIN THE AAUP-UD**



AN IRREPLACEABLE LOSS

On June 30, 2020, Prasad Dhurjati, Professor of Chemical and Biomolecular Engineering, Mathematical Sciences, and Biological Sciences, passed away unexpectedly. His loss is felt acutely by his friends and colleagues in the AAUP-UD, of which he was a long-time member and leader. Most recently, Prasad served on the Executive Council and on the Impact Bargaining Team, where he was known for his keen understanding of the University of Delaware's budgetary and administrative processes. Regardless of which of the many roles he served in, he brought integrity, intelligence, and humor with him. With, as Deni Galileo described, "a passion for transparency and shared governance," Prasad was a vital member of the AAUP-UD and a highly regarded former Faculty Senate President. We will leave you with a few remembrances from his fellow AAUP-UD members.

**It's a very sad day for UD and AAUP-UD and for me personally. --Deni Galileo, Biological Sciences*

**A truly gentle man with a sharp intellect and an even sharper wit. A tireless advocate for all of his colleagues. A man of great heart and deep, deep soul. Safe journey, Prasad. --Leslie Reidel, Theatre*

**He was a beacon for us all. The loss is beyond measure. --Danilo Yanich, Biden School*

**This is very sad news; my sincerest condolences to his family and all of those who have benefited from his wisdom over the years. --Persephone Braham, Spanish & Latin American Studies*

**I greatly respected him and listened carefully to everything he had to say because he always brought wisdom into the room. --Walt Babich, ELI*

**We will miss his wisdom and leadership in the months and years ahead. --John Morgan, Physics & Astronomy*

**He was an amazing person and I will personally miss him deeply. A sad day indeed for the entire UD community. --Suresh Sundaram, Marketing*

**May his soul Rest In Peace. --Palaniappa Krishnan (P.K.), Applied Economics and Statistics*

IMPORTANT IMPACT BARGAINING UPDATE

On Friday June 26, the Steering Committee fully discussed and approved a tentative **Agreement** with the administration to amend our current Collective Bargaining Agreement (CBA). This Agreement is the product of several meetings between our bargaining team and that of the administration. Although the final salary raises are not what we proposed, wanted, or fought to get, this Agreement provides for a 2-year extension of the contract, 2% raises in each of the 2 extension years, absolute stability of benefits, negation of the necessity to enter into bargaining talks for a new contract for 2 additional years, extension by one year of the deadline for signing retirement papers in order to still obtain the retirement leave, and several other positive provisions. However, it is a sacrifice by the faculty in certain respects, such as the deferral of raises and freezing certain compensation. Nevertheless, it was the consensus of the Bargaining Team and the Steering Committee that we would not be able to procure a better deal from the administration (e.g., no further increase in raises), and that this Agreement is highly preferable to having to enter into bargaining for a new contract in the upcoming academic year when almost nothing will be certain.



AAUP-UD members have been emailed a ballot on this proposal and have until Wednesday, July 8, at 5:00 p.m. to vote. To help with the decision making process, AAUP-UD leaders invited members

to attend a virtual meeting about the proposal on July 1 and have invited them to another on Monday, July 6, from 3:00-4:00 p.m. (Members may check their emails for the link and password to the upcoming meeting.) Ratification requires a positive vote by a majority of AAUP-UD members. The Agreement was endorsed unanimously by the Bargaining Team and then was approved by a 21-0 vote of the Steering Committee, and we hope that the membership quickly ratifies it so that its provisions can take effect before our situation potentially gets much worse, as appears to be happening in some parts of the country. Please also note that the administration has agreed to extend the deadline for notification to elect the retirement leave option to July 14.

FALL REOPENING PLANS



Throughout the planning process for reopening, the AAUP-UD has been lobbying to protect faculty rights, particularly those involving faculty choice of teaching modality. The AAUP-UD has argued that individual faculty members should have the ability to decide whether they want to teach in-person or online without having to provide medical documentation or request

accommodations through the Office of Disability Support Services. (See the AAUP-UD's [June 1 letter](#) to administration to this effect.)

On June 8, the Faculty Senate passed a resolution 46-7 that secures the right of faculty members to choose their teaching modality for fall. It was co-sponsored by 17 senators, including AAUP-UD President and Senator Deni Galileo, and reads as follows: "[F]or the Fall 2020 Semester, if a faculty member believes they would be taking an unnecessary medical risk by teaching a course in a classroom setting, then the faculty member may opt to teach that course in an online format." The resolution includes no requirements for documentation or deadlines for faculty members to make their decisions.

To be clear, then, you as a faculty member may not be coerced into teaching in-person if you feel unsafe in doing so. Moreover, if you have already agreed to teach in person this fall but due to changing personal or medical circumstances now feel that you should not, you may change your teaching modality to online.

CLARIFICATION ON FMLA AND ADMINISTERED LOADS



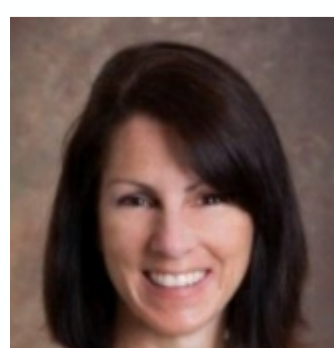
In response to inquiries by bargaining unit members last fall, the AAUP-UD has been asking the administration for clarification on the implementation of the Family and Medical Leave Act of 1993 (FMLA), administered loads, and the difference between them. In response, the administration has produced an [FMLA fact sheet](#), which can be viewed on the provost's website. According to the fact sheet, FMLA allows qualified employees to take twelve weeks of family or medical leave within a twelve-month period on a continuous, intermittent, or reduced-schedule basis. It is UD's policy to

pay and to provide benefits for qualified faculty members during their FMLA leave. An "administered workload" is one in which a faculty member remains at full employment but comes to an official agreement with their chair about adjusting the proportions of their teaching, research/creative activity, and service. We encourage members to read the fact sheet in full, especially now that COVID-19 may increase our need for medical care or caregiving. For more information on UD's family leave policies in general, you may click [here](#).

THE AAUP-UD WELCOMES NEW MEMBERS AND DEPARTMENT REPRESENTATIVES

At the beginning of the 2019-20 academic year, the AAUP-UD had 591 members out of 1,270 eligible faculty. As of now, we have 726 members out of 1,258 eligible faculty. That means that **we increased our number of members by 135 and the percentage of our membership from 46.5% to 57.7% of eligible faculty in slightly more than an academic year**, which is a major accomplishment. We thank our new members for their support, and we hope that they will encourage others to join. We also thank all our AAUP-UD department representatives for their successful efforts in sharing the importance of joining the AAUP-UD with their colleagues.

We would also like to welcome two new department representatives to the AAUP-UD: Bebe Gaynor and Amy Hagstrom, both of whom will represent the School of Nursing. Prior to their acceptance of these positions in mid-May, they had been promoting the AAUP-UD with their School of Nursing colleagues on an unofficial basis.



Now, as official department representatives, Bebe and Amy will continue to promote the work of the AAUP-UD with their colleagues, communicate colleagues' concerns to the AAUP-UD leadership, and help determine the direction of future AAUP-UD activities by participating in at least several Steering Committee meetings per semester. We extend a large



Bebe Gaynor



Amy Hagstrom

welcome to Amy and Bebe!

We are also looking to fill vacancies for AAUP-UD representatives in the following departments: Africana Studies, Agriculture and Natural Resources, Art History, B&E Accounting and MIS, Biomedical Engineering, Chemical and Biomolecular Engineering, Communication, Communication Sciences and Disorders, Economics, Entomology and Applied Ecology, Epidemiology, Materials Science, Political Science and International Relations, Psychological and Brain Sciences, Sociology, and Theatre. If you or someone you know would like to serve as one of these department representatives, please contact us at admin@aaupud.org.

KEEPING AAUP-UD COMMUNICATIONS OUT OF YOUR JUNK FOLDER

We have received information that some of our e-communications are going to your junk folders. To prevent this from happening in the future, you should consider adding us to your email contact list. To do so in Microsoft Outlook, open an email communication from AAUP-UD, such as this one. Then, right click on the name "AAUP-UD" in the top sender area, click "Add to Outlook Contacts," and then view your contact card--it should list "AAUP-UD" as the full name of your contact and "admin@aaupud.org" as the contact's email address. Finally, click "Save & Close." Thank you in advance for helping us to keep the lines of communication open.

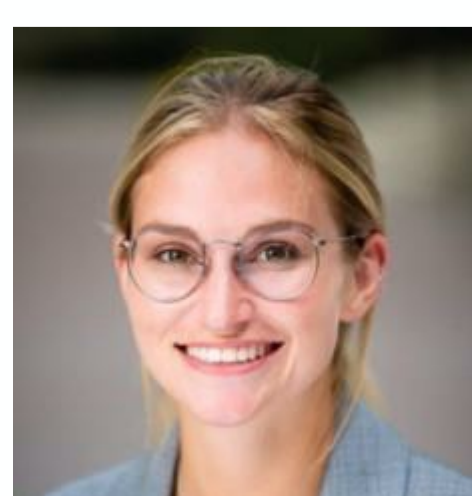
2020 AAUP-UD SCHOLARSHIP RECIPIENTS

This spring, the AAUP-UD convened a committee to choose the 2020 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; Carlton Cooper, Assistant Professor of Biological Sciences and Africana Studies; and Ronald Martin, Professor of Geology. These committee members selected Jacob Sitison, B.S. with Distinction in Applied Mathematics and B.Ch.E. with Honors; Dante Calese, Honors B.S. with Distinction in Biological Sciences; and Nicolette Bugher, Bachelor's of Environmental Engineering, as this year's award winners.

As an undergraduate, **Jacob Sitison** conducted mathematics and engineering research and co-authored articles with three different professors. Specifically, he studied lignin valorization with Dr. Basudeb Saha at UD's Catalysis Center for Energy Innovation, heat transfer through polymers with Dr. David Edwards of UD, and computational fluid mechanics and granular flows with Dr. Robert Davis of CU-Boulder. Jacob also developed an interest in teaching while working as a grader for several mathematics classes and as a rock climbing instructor. Jacob intends to pursue a career as a mathematics professor, which will allow him to pursue his passion for research and to "share [his] love and knowledge for mathematics with the hope of inspiring others." Next year, he will begin as a first-year Ph.D. student in applied mathematics at CU-Boulder.

Like Jacob Sitison, **Dante Calise** spent many of his undergraduate days in research labs. More specifically, he studied a protein's effect on the shape of red blood cells in UD's Fowler Lab and the virulence factors of a fungal pathogen with Dr. M. Wear in the Casadevall Laboratory at the Johns Hopkins Bloomberg School of Public Health. In addition to conducting research, Dante served as a teaching assistant for introductory courses in biology and microbiology, an experience which developed his "passion for teaching." Dante intends to pursue a Ph.D. in microbiology "because it is the clear first step in [his] pursuit of a life-long career in scientific exploration and education aimed at reducing human suffering on a potentially global scale." He hopes to obtain a postdoctoral fellowship at the National Institute for Allergy and Infectious Diseases and then focus his research efforts on "the fight against infectious pathogens like the SARS-CoV-2 that plagues the world today."

Also an accomplished undergraduate researcher, **Nicolette Bugher** studied Perfluoroalkyl chemicals in Delaware's drinking water with Dr. Gerald Kauffman at UD's Water Resources Agency; remediation of brine spills related to fracking with Dr. Paul Imhoff and Dr. Dominic DiToro of UD; and organic chemicals in groundwater near areas with fracking with Dr. Desiree Plata at MIT. Nicolette will continue her work with Dr. Plata as she pursues her Ph.D. in Environmental Engineering at MIT. Ultimately, she intends to "join the environmental engineering community as a researcher and as a professor to try to resolve some of the largest issues facing water quality and water resources our society faces today." We congratulate Jacob, Dante, and Nicolette on their accomplishments and wish them all the best in their future endeavors in research and teaching!



COVID-19 RELIEF FUND

If you are a faculty member earning \$75,000 or less per year and experiencing COVID-19 related financial distress, you may be eligible for UD's emergency relief funds. You may read more about applying for or donating to these funds [here](#).

COVID-19 RESOURCES

Centers for Disease Control--Coronavirus Disease 2019
Employee Assistance Program/Health Advocate
[DE Dept. of HR: Your Benefits and COVID-19](#)
Delaware Division of Public Health
State of Delaware: Coronavirus Disease
UD's Coronavirus Site: What You Need To Know
Coronavirus FAQ for UD Faculty/Staff
COVID-19: Guidance for the UD Research Community
NEW: COVID-19 Resources from National AAUP

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