

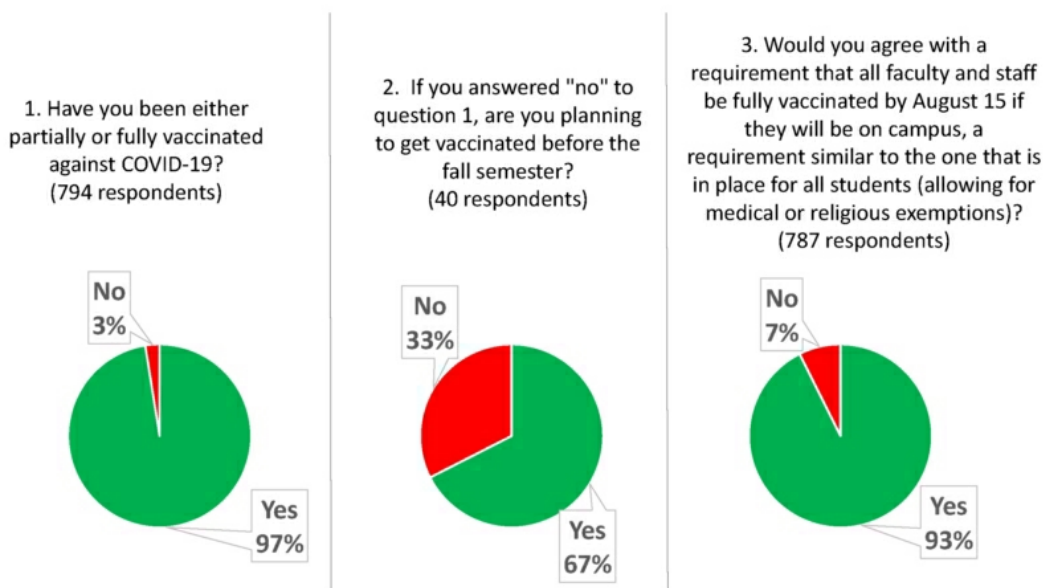
"Faculty members at UD are simply stronger together. Being in the AAUP-UD is the manifestation of that togetherness."

*--Michael O'Neal
Grievance Officer*

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

Member Vaccination Survey

The topic of COVID-19 vaccination on campus was discussed at a recent AAUP-UD Executive Council meeting. We wished to determine the bargaining unit faculty's attitudes towards COVID-19 vaccination in general and towards a potential mandate for faculty vaccination similar to the one for students, in particular. To this end, we surveyed the 1,266 bargaining unit members with the following 3 questions and received the following responses:



A large majority of respondents, then, have been or intend to be vaccinated and agree with a potential mandate to vaccinate faculty and staff. In the survey's 164 narrative comments, many of these faculty indicated that they believed the vaccines are safe, effective, and necessary for ensuring a safe return to campus. Moreover, they noted, since students are mandated to get the vaccine, faculty and staff should be required to do so, too. Those who indicated that they are not and will not be vaccinated expressed doubts about the vaccines' safety and efficacy, noting that the vaccines have received only emergency-use authorization from the FDA and that their long-term effects cannot yet be known. Yet a third group of faculty noted in the comments that they have received the vaccine but that they don't support a mandate because faculty should have the right to personal choice in the matter and/or that simple encouragement will work better than a mandate to motivate faculty to be vaccinated.

The AAUP-UD shared these survey results and general faculty sentiments with President Assanis. The university may or may not choose to mandate faculty vaccinations in the future. If they do so, we will review the mandate carefully and work with the administration on its implementation to ensure that it complies with the guidelines of the CBA and maximizes the protection of faculty interests. As the situation now stands, the AAUP-UD Executive Council has unanimously endorsed this statement: **The AAUP-UD**

strongly supports and encourages broad vaccination, but the AAUP-UD reserves its right to grieve any discipline that may arise from faculty not being vaccinated due to an inability to determine all of the factors and considerations that may exist. Thus, we recommend and encourage vaccination for the sake of the faculty, their families, their co-workers, and their students. We all want to return to our labs, classrooms, and offices without the risk of contracting or spreading a potentially deadly disease, and the best way to do this is to get the vaccine. Broad vaccination also will minimize the risk of a COVID outbreak occurring in the fall that would require the campus to transition again to a predominantly online mode of teaching.

AAUP-UD Provides Input on UD's Self-Study for Middle States Accreditation

Since 2019, seven working groups at UD have been researching and drafting a self-study to present to the Middle States Commission on Higher Education as part of UD's re-accreditation process. In order to be accredited, an institution is judged by seven standards, and each of the working groups was assigned one standard upon which to focus and report. A draft of these reports was collated by the steering committee and submitted for comment by UD constituencies in spring 2020, updated after the onset of the pandemic, and re-released for comment on May 1, 2021. The AAUP-UD recently submitted written comments on reports on three of the standards, including Standard I, Mission and Goals; Standard II, Ethics and Integrity; and Standard VI, Planning, Resources, and Institutional Improvement. You can read the AAUP-UD's comments in their entirety [on our website](#). Here is a brief summary of them:

- Standard 1.1: The institution's missions and goals should be better articulated and communicated to all UD's constituencies.
- Standard 2.2: Despite UD's attempts to foster a climate of "inclusive excellence," people of color still feel dismissed and excluded on campus.
- Standard 2.5: Faculty now have little input into administrative searches, a change from past practice. These searches are opaque and overly reliant on the work of external search firms.
- Standard 6.3: The University's previous budget model, called RBB, was widely disliked for its lack of fairness and transparency. President Assanis set the model aside, and a new one has not yet been finalized. In a timely fashion, the administration should articulate its model clearly and transparently, and this model should offer significant improvements on the last one.

The AAUP-UD has not yet received acknowledgement of receipt of its comments but hopes that they will be given due consideration by the working groups and the steering committee in the final version of the self-study.

AAUP-UD's Support for Student Success

In a May meeting with President Assanis and Vice Provost Matt Kinservik, AAUP-UD President Deni Galileo and Contract Maintenance Officer Martha Buell shared faculty concerns regarding the heightened need for student support--both academic and personal--during the next academic year. Because returning students faced many challenges during this past year including adapting to online learning and social distancing, and many of our incoming freshmen spent almost half of their high school careers in a virtual space, students undoubtedly will need services such as counseling and tutoring more than ever. President Assanis agreed with the faculty's concerns and expressed a willingness to partner with the AAUP-UD on ensuring that 2021-22 is a successful year for students, staff, and faculty.

Your Workload Document--It Matters

As professors, there's always one more thing that we need to read. We recommend that you add your department's workload document to the top of your list. (All department workload documents can be found on the [Provost's website](#).) This document is created by a unit to establish fair and equitable policies with regard to workload assignments. If you have questions about the fairness of your workload, check your document. If you believe that the document itself is outdated, unclear, or inequitable, then begin the process for revising it as outlined therein. Any proposed revisions ideally would be the result of a group of faculty within the department. To be grievable, any complaints or issues that you or your colleagues might have about workload must be based on violations of the policies set forth in your department's workload document.

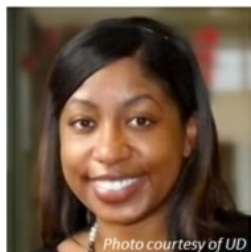
New Members, New Department Representatives

At the beginning of the 2020-21 academic year, 58% of eligible faculty members belonged to the AAUP. That percentage has increased to 64%. 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.

During the 2020-21 academic year, eight AAUP-UD members joined the leadership team as department representatives. They include the following faculty: Kittie Verdolini Abbott, Professor of Communication Sciences and Disorders; Yendelela Cuffee, Assistant Professor of Epidemiology; Kaila Draper, Professor of Philosophy; Tom Giardina, Assistant Professor of Biological Sciences, Associate in Arts Program; Cheryl Hicks, Associate Professor of Africana Studies and History; Dayan Knox, Associate Professor of Psychological and Brain Sciences; Victor Perez, Associate Professor of Sociology; and Chris Williams, Professor of Wildlife Ecology.



Kittie Abbott



Yendelela Cuffee



Kaila Draper



Tom Giardina



Cheryl Hicks



Dayan Knox



Victor Perez



Chris Williams

These faculty members promote the work of the AAUP-UD within their units, communicate colleagues' concerns to the AAUP-UD leadership, and help determine the direction of future AAUP-UD activities by participating in several Steering Committee meetings per year. We thank them, and our other forty [department representatives](#), for their hard work and dedication to the AAUP-UD. We still have department representative vacancies in the following units: Art Conservation, Biomedical Engineering, Center for Health Assessment Research and Translation, Civil and Environmental Engineering, Communication, Economics, Materials Science, and Political Science and International Relations. If you would like to nominate yourself or a willing colleague for one of these vacancies, please contact us at admin@aaupud.org. With each new department representative who joins us, our ability to communicate with our members and to recruit new ones grows exponentially.

Student Award Winners

This spring, the AAUP-UD convened a committee to choose the 2021 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; Tamara Medina, Assistant Professor of Psychological and Brain Sciences; and Carlton Cooper, Assistant Professor of Biological Sciences and Africana Studies. These committee members selected the following students as award winners: Lucas Attia, B.S.E.; Eric Brengel, B.S. in Neuroscience and B.A. in Biological Sciences; and Emma Peterman, BChE.

Lucas Attia

Having already worked in the lab of the late Dr. Prasad Dhurjati as a high school student, Lucas Attia arrived at UD during his freshman year as a UD veteran. He would go on to work in the research group of Dr. Catherine Fromen, where he studied metal organic frameworks as drug delivery vehicles, a subject

that he would address in several conference presentations and articles. His most recent area of study and the subject of his senior thesis was using computational fluid dynamics to simulate fluid flow through meso-scale lattice structures. As Lucas conducted original research and fulfilled his coursework for a chemical and biomolecular engineering degree, he also held leadership positions in the UD chapters of Engineers without Borders and the American Institute of Chemical Engineering. Having just graduated with a B.S.E., Lucas will begin a Ph.D. program in chemical engineering this fall at MIT, where he hopes to “connect [his] passions for improving human health, computational research, and outreach” and “impact students through teaching and mentorship.”

Eric Brengel

Not many kids suffering from concussions are “fascinated” by them, but Eric Brengel was. A self-described “undersized hockey player,” Eric sustained a concussion during his sophomore year in high school after a fall on the ice. As with his previous injuries, including pulled muscles and broken bones, he aimed to “com[e] out of the recovery process with some new knowledge of human anatomy and physiology.” What he learned from his concussion was that nervous system injuries are complex and often little understood. Ever since, Eric has aimed to contribute to this understanding through scientific research with the goal of “ultimately mak[ing] life better for the next kid who gets knocked down to the ice while playing the game they love.” Eric is well on his way to accomplishing this goal. As a freshman at UD, he joined Dr. Anna Klintsova’s neuroscience lab, where he researched using *in vivo* neuroimaging techniques to study the benefits of aerobic exercise on adolescent rats with fetal alcohol syndrome. Then, he joined Dr. Thomas Buckley’s Concussion Research Lab to learn about traumatic brain injuries from a biomechanical perspective. Having graduated with both a B.S. in Neuroscience and a B.A. in Biological Sciences, Eric will continue to pursue his study of brain injuries as a student in UD’s 4+1 Neuroscience M.S. program, another step on his career path of becoming “not just a scientist, but ... a professor.”

Emma Peterman

Since entering UD with a 1743 Distinguished Scholarship, Emma Peterman has, indeed, distinguished herself as a researcher, musician, and community volunteer. As a chemical engineering major and member of Dr. Catherine Fromen’s research group, she undertook “projects connecting chemical engineering concepts to real world situations.” These projects consisted of finding ways to predict tongue mobility in infants suffering from ankyloglossia (“tongue-tie”) and ways to improve the delivery of pulmonary medications. She published two articles in peer-reviewed publications, one as a first author, and developed a patent-pending prototype related to quantifying the deposition of therapeutics in the lungs. Outside the lab, Emma performed as a cellist for the University of Delaware Symphony Orchestra, and she spent many hours volunteering as a math and science tutor for middle school students, particularly girls. When Emma herself was a girl, she was inspired to be a scientist by women such as Sally Ride, and as a UD undergraduate student she continued to be inspired by her women mentors in research and teaching, including Dr. Fromen, Dr. Millie Sullivan, Dr. April Kloxin, and Dr. Susan Groh. Having just earned her BChE, Emma will take the next step on her journey to becoming a “professor at a research institution” by entering MIT’s Ph.D. program in Chemical Engineering this fall as an NSF Graduate Research Fellow.

The AAUP-UD congratulates Lucas, Eric, and Emma on their accomplishments and wishes them all the best in their future endeavors as professors and scientists.



Lucas Attia



Eric Brengel



Emma Peterman

Looking Back and Looking Ahead

Fall 2020 began much as Spring 2020 ended: with feelings of uncertainty. The pandemic continued to threaten the welfare of ourselves, family, friends, colleagues, and students. George Floyd's murder and the protests that followed it aired repeatedly on television, and we as a nation had to face the fact that racial oppression is woven so tightly into the fabric of our society that we still need to say loudly and repeatedly that which should be a given: "Black Lives Matter." The political climate was fraught with tension, and some even questioned whether our democracy would survive the 2020 election.

Despite this uncertainty, we went to work and performed our duties for the university. We had to walk or Zoom into classrooms and labs and go about the business of teaching and mentoring while managing our own anxiety and recognizing that of our students. We had to adopt new pedagogical strategies to engage our remote students so that they did not feel so distant from ourselves and their peers. And, for many of us, we did this while caring for children as they navigated online classrooms or for parents as they navigated a socially distant world.

Over the past several months, we have begun to see glimmers of hope. Vaccines have proven highly effective. George Floyd's murderer has been convicted, and a national conversation about race seems to have begun in earnest. The insurrection of January 6 ultimately failed. These developments have given us some breathing room to reflect upon recent events and the lessons that we can draw from them.

Perhaps one of the biggest lessons of the past year is that overcoming significant challenges requires collective action. Our problems are too big to be solved on our own. They require us to have open and earnest dialogues about difficult issues, to prioritize the interests of the group over our personal ones, and yet to make sure that we protect individual rights and freedoms. That's precisely what we at the AAUP-UD have aimed to do this year, not on the national level, but on the university one. For example, early last summer we were asked by the administration to renegotiate the remaining year of our Collective Bargaining Agreement (CBA). As a result, faculty made sacrifices in response to the fiscal crisis facing the university caused by COVID-19, including relinquishing our raises for the 2020-21 AY in exchange for securing an extension of the current CBA. However, we then were asked to return to the bargaining table in the fall. Before making a decision, we solicited and weighed the opinions of our bargaining unit members and our chapter's leaders, asked UD for more financial information, hired an external accounting firm, and convened a subcommittee to analyze all the data that was available. Once they had this analysis, the Steering Committee made an informed unanimous decision about the way forward: to decline the administration's request to bargain a second time that year. Having acted openly, honestly, and deliberately as a group, we were able to protect our collective interests as faculty and contribute to the welfare of the university and its employees as a whole by communicating the strength of UD's overall financial position. With all this behind us, we now look forward to the fall with the advent of mostly in-person classes and resumed contractual faculty raises.

In yet other examples of how our collective action successfully protected our members, we continued to support Faculty Senate resolutions to prohibit faculty from being required to teach in person, conveyed to the administration that it is a violation of the CBA to ask faculty members to teach without compensation or to modify a previously established workload without their consent, reminded our members that we had secured their right to defer tenure and two-, four- and six-year contract reviews for one year per the June Memorandum of Agreement to the CBA, and worked alongside administration in the Salary Compression and Inversion Committee to produce recommendations that will increase the fairness and transparency of the special salary adjustment process.

The accomplishments of the past year hearten us as we look forward to next year, which will surely present its own challenges. We will meet them again with the collective work and wisdom of our chapter's members and leaders. More specifically, our Contract Maintenance Officer, Martha Buell, will continue to ensure that the conditions set forth in the Collective Bargaining Agreement (CBA) are met. Our Grievance Officer, Michael O'Neal, will continue to offer support and guidance to individual faculty members whose rights under the CBA may have been violated. The members of our leadership team—our President, Executive Council, Steering Committee Members, and Department Representatives—will continue to oversee chapter matters, maintain an ongoing dialogue with bargaining unit members and with UD administration, and prepare for the next round of collective bargaining, which will take place in academic year 2022-23. In the meantime, all of us at the AAUP-UD wish you a restful summer break in which those glimmers of hope grow brighter.

American Association of University Professors
University of Delaware Chapter
011F Hüllihen Hall
University of Delaware
Newark, DE 19716 302-831-2292 | aaupud.org |
admin@aaupud.org
Click [here](#) to unsubscribe.



Coronavirus Resources

[Where Can I Get My Vaccine?](#)
[Employee Assistance Program--Coronavirus Resources](#)
[Centers for Disease Control--COVID -19](#)
[DE Dept. of HR: Your Benefits and COVID-19](#)
[Delaware Division of Public Health](#)
[State of Delaware: Coronavirus Disease](#)
[UD's Return to Campus Facts](#)
[UD's Coronavirus Site: What You Need To Know](#)
[COVID-19: Guidance for the UD Research Community](#)