



AMERICAN ASSOCIATION OF  
UNIVERSITY PROFESSORS  
UD CHAPTER, MAY 2022



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Your chance to tell us what's important to  
you in the next Collective Bargaining  
Agreement

On May 4, 2022, President Assanis announced that UD's 12th provost would be Laura Carlson, current vice president and associate provost and dean of the Graduate School at the University of Notre Dame. Martha Buell, the AAUP-UD Contract Maintenance Officer, was one of 19 members of the search committee. In addition, members of the AAUP-UD Executive Council (EC), together with members of the University Faculty Senate Executive Committee, were invited by President Assanis' office to meet as a group with each provost candidate, including Professor Carlson, for a private hour-long question and answer session. Though teaching and other commitments prevented all AAUP-UD EC members from attending every Q & A session, at least several were present at each and made a concerted effort to assess each candidate's commitment to shared governance and to working collaboratively with the AAUP-UD. **The AAUP-UD does indeed look forward to establishing a collegial and productive working relationship with Dr. Carlson upon her becoming provost on June 8.**

In addition to the provost search, searches have been underway this academic year for a new dean of the Biden School and of the College of Health Sciences. Prior to the beginning of these searches, Vice Provost for Faculty Affairs Matt Kinservik asked AAUP-UD President Galileo for recommendations for "potential faculty members for each search committee." Here was President Galileo's response:

*We do not wish to suggest search committee members who would represent the interests of the faculty of those units. Rather, we suggest the faculty below because we have confidence that they would represent the interests and concerns of bargaining unit faculty in any college....*

*[7 names of faculty members selected by the AAUP-UD Executive Council were listed here]*

*In addition, we wish to make the following recommendations concerning the search process: We urge that the letter and the spirit of Faculty Handbook Section 2.6 on Conduct of Administrative Searches is followed. There should be a mechanism to solicit issues of concern to the college/school faculty before the position is advertised. There also should be 2-3 ordinary faculty from each college on the respective search committees, and they should be chosen by some mechanism within the college. Having the central administration choose all of the faculty on these committees deprives the unit's faculty of their due agency.*

The eventual composition of these dean search committees included only one member recommended by the AAUP-UD Executive Council on one of the committees. We do applaud the fact that there were non-administrative faculty members appointed to each of these committees, including an AAUP-UD department representative and several University Faculty Senators, but we hope that in the future there will be a more formal, representative process established by which faculty of a unit/college can contribute to the selection of search committee members and to the criteria with which candidates will be evaluated.

For all senior administrative searches, we will continue to advocate for the transparency and inclusiveness of the process. We also hope that President Assanis will more closely adhere to the provisions in *Faculty Handbook Section 2.6* concerning rare instances of completely confidential searches, and that he preferably ensures that short-listed candidates be invited to campus for open visits. This would be in line with that section, which states: "An open and transparent search for academic administrators is always preferred...."

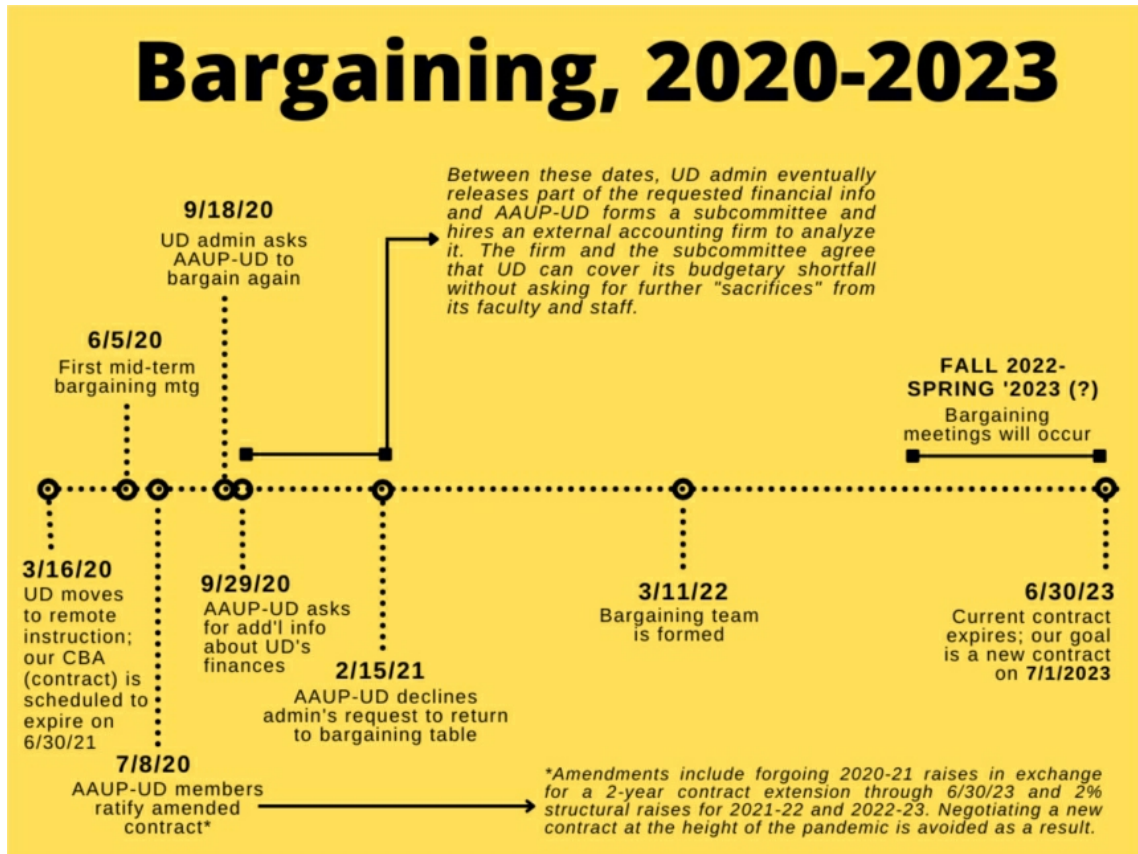
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## BARGAINING: WHERE HAVE WE BEEN & WHERE WE ARE GOING?

Our current [Collective Bargaining Agreement](#) (CBA) was originally scheduled to run through June 30, 2021. Because of the circumstances surrounding the pandemic, the AAUP-UD engaged in "mid-term" bargaining with the administration in 2020, during which the administration agreed to extend our contract for 2 years (through June 30, 2023) in exchange for our forgoing raises for 2020-21, receiving 2% structural raises for each of the extension years, and being assured that our benefits would remain stable, among other provisions.

Less than three months later, the administration asked us to return to the bargaining table to make additional "shared sacrifices" due to the financial consequences of the pandemic. We insisted on obtaining additional information about UD's financial position before entertaining such a request, some of which we received. We hired an external accounting firm to analyze the financial information that the administration had provided, and we established our own 9-faculty-member Financial Analysis Subcommittee to review UD's financial materials as well. The accounting firm indicated that UD was in a strong enough financial position to cover its expenses without taking any further economic action against faculty or staff, a position

with which the Financial Analysis Subcommittee concurred. As a result, we did not return to the bargaining table for a second time in 2020, and our CBA—as amended earlier in 2020—remains in full force through June 30, 2023, after which our contract expires. In AY 2022-23, then, we will return to the bargaining table. (See the timeline below for a graphic representation of our actual and planned bargaining activities from 2020 through 2023.)



What issues could be on the bargaining table? These issues might include provisions involving salary, benefits, workload, academic freedom, grievance rights, safety conditions, and the use of contingent faculty, all of which are included in our current contract and the 2020 amendments to it. In other words, our next round of bargaining will play a crucial role in establishing faculty working conditions for the following 3-5 years.

To prepare for contract negotiations, we have already formed a bargaining team (see article below for specifics) and convened subcommittees to support that team with research and analysis. What can you do to help us bargain best on your behalf? Below are a few actions that you could take that would go a long way towards helping us negotiate the best possible contract:

- Make sure that you are an official member of AAUP-UD. All eligible faculty become members of the bargaining unit automatically; however, faculty don't become AAUP-UD members automatically. If you are not an AAUP-UD member but would like to join, click [here](#) to begin the simple enrollment process. Please remember that the more members AAUP-UD has, the greater our bargaining power will be. Also, if you are not an AAUP-UD member, you will not be eligible to vote on any proposed contracts; in other words, others would get to make decisions about your compensation and working conditions for you.
- If you are already a member, then please work with your [department representative](#) to recruit new ones.
- Share your ideas with us about what would best enhance faculty working conditions and compensation at UD. Thoroughly complete our faculty bargaining survey (see link above), attend any town hall meetings, and/or contact your [department representative](#) or our [main office](#) if you would like to discuss your ideas in detail.
- Be prepared to support our bargaining positions by writing letters, signing petitions, or attending AAUP-UD sponsored events surrounding bargaining. We will announce any such initiatives via e-mail or e-newsletter, so please be sure to read our communications carefully.

## BARGAINING TEAM MEMBER PROFILES

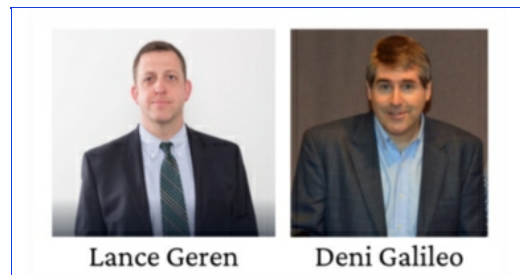
The AAUP-UD Steering Committee, which is charged with overseeing collective bargaining negotiations, has



voted unanimously for the six individuals described below to serve on our next bargaining team.

### Co-Chief Negotiators

**Lance Geren**, one of our Co-Chief Negotiators, practices labor law for the firm O'Donoghue and O'Donoghue in Delaware, Pennsylvania, and New Jersey. More specifically, he represents local and international labor organizations before state and federal courts and agencies, and he provides a range of other services to labor organizations, including assistance with organizing and collective bargaining. Prior to entering private practice, he served as a Field Attorney for the National Labor Relations Board, Region 4.



**Lance Geren**

**Deni Galileo**

**Deni Galileo** joined AAUP-UD during his first semester at UD (fall 2000), was a member of the Steering Committee for 2 contracts, is in his sixth year as president of the AAUP-UD, and was a member of our previous bargaining team. He and Lance also were Co-Chief Negotiators during the mid-term bargaining in 2020. Thus, Deni will bring much institutional knowledge to the current team as Co-Chief Negotiator for our next round of

contract negotiations. Deni is a Professor of Biological Sciences, a former President of the University Faculty Senate (2013-14), and the 2019 recipient of the Jon Olson Faculty Senate Exemplary Service Award.

### Team Members

**Persephone Braham** has served on the AAUP-UD Steering Committee since 2018. Having begun her career at UD on the continuing track in 2002 and been admitted to the tenure track in 2014, Persephone has a broad understanding of faculty concerns at UD. Persephone is a Professor of Spanish and Latin American and Iberian Studies and DLLC chair of undergraduate studies. Her governance experience includes terms as CAS Senate secretary and on the CAS P&T committee, a year on the University Faculty Senate Budget Committee, and nine years on the board of an independent school, two as VP and two as president. In that position she reorganized school finances to avert a looming default, negotiated the purchase of property for expansion, and completed an overhaul of the bylaws.

**Judy Celli** has recently participated in the collective bargaining process, having served on the AAUP-UD's Mid-Term Bargaining Team in 2020. Judy currently serves as a department representative for the Department of Languages, Literatures, and Cultures. She joined the UD faculty in 1987 and is a Senior Instructor of French.

**Vickie Fedele** has served on the AAUP-UD Executive Council as the chapter's Communications Officer since January 2019. As an Associate in Arts Program faculty member who serves on the continuing track and previously served as an adjunct professor, Vickie has special insight into the concerns of contingent and non tenure-track faculty and faculty who serve on satellite campuses. Vickie has represented the Associate in Arts Program (AAP) on the University Faculty Senate since Fall 2020 and is an Assistant Professor of English and Women and Gender Studies in the AAP.

**Michael O'Neal** is a Professor in the Department of Earth Sciences. He has been the Grievance Officer for the AAUP-UD since 2019 and has great familiarity with the CBA, the Faculty Handbook, and the faculty's rights and responsibilities. He served as a member of the University Senate Budget Committee for the past six years where he gained a strong understanding of UD's finances.



**Persephone Braham**



**Judy Celli**



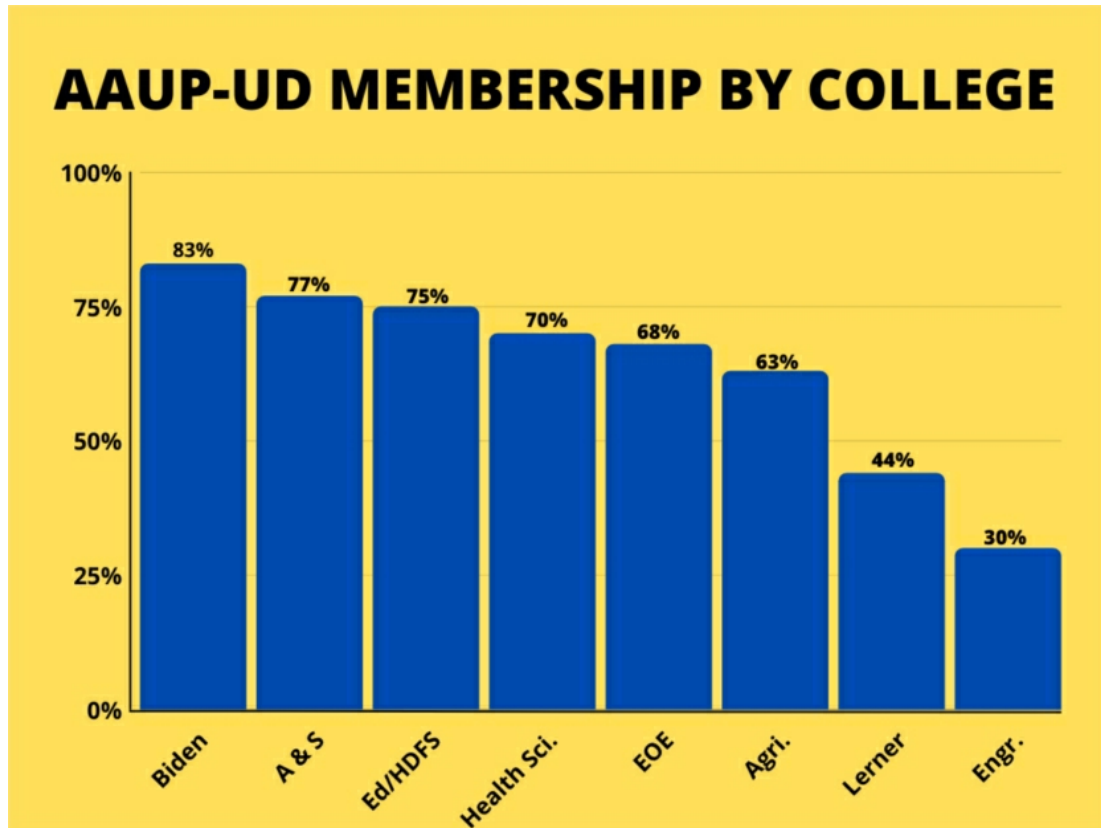
**Vickie Fedele**



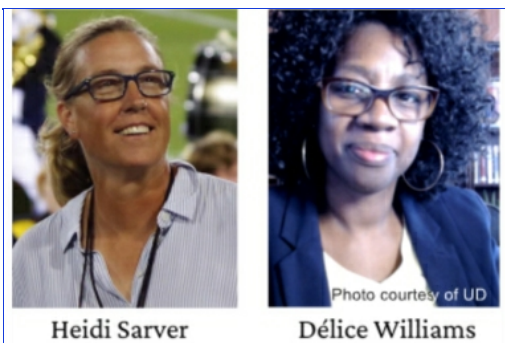
**Michael O'Neal**

Currently, 64% of eligible UD faculty members belong to the AAUP-UD. While that is a strong number, we would like to see it increase even further prior to our contract negotiations in AY 2022-23. After all, the more members we have, the greater our leverage will be—at the bargaining table and beyond.

We are particularly hopeful that the non-member faculty of the College of Engineering and Lerner College will begin to join in greater numbers. As the chart below indicates, these two colleges have substantially fewer members than other colleges. If you are an engineering or business faculty member and have any questions or concerns about joining the AAUP-UD, we encourage you to reach out to your colleagues on the Steering Committee (Ken Barner for engineering and Joe Daniel and Mark Serva for business) or to one of your department representatives. (You will find a complete list of AAUP-UD leaders and their contact info [here](#).) If you are ready to join, you may simply click [here](#) and follow the directions for completing an online dues deduction form. Help us help you by joining today!



## THE AAUP-UD WELCOMES NEW LEADERS

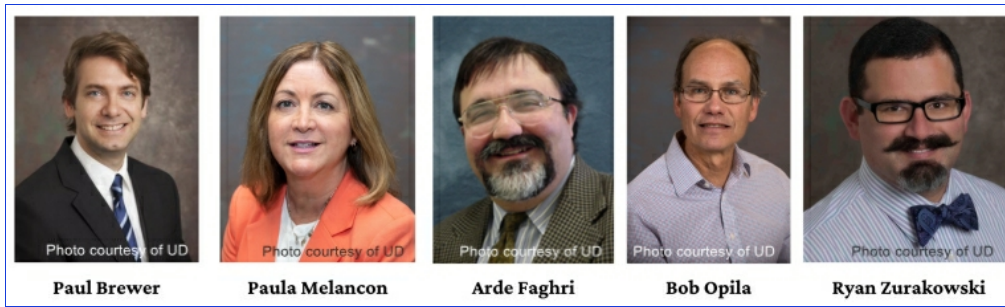


In early March of this year, elections were held for two vacant Steering Committee seats for the College of Arts and Sciences. The winners include **Heidi Sarver**, Professor of Music and Director of Athletic Bands. This will be Heidi's second time serving on the Steering Committee during a bargaining period. She joined the AAUP-UD in 1995, the year she was hired. Also elected was **Délice Williams**, Assistant Professor of English and Associate Director of Composition. She joined the AAUP-UD shortly after becoming a faculty member in 2017, and she will also

be serving as a member of our Bargaining Advisory Subcommittee during next year's contract negotiations.

In addition to having two new Steering Committee members, the AAUP-UD recently gained five new department representatives. **Paul Brewer**, Professor of Communication, and **Paula Melancon**, Instructor and Clinical Education Coordinator for the Department of Medical and Molecular Sciences, both joined the AAUP-UD in 2020 and will be serving in their first leadership roles within the chapter as department representatives. The chapter also gained three department representatives from the College of Engineering, including **Bob Opila**, **Arde Faghri**, and **Ryan Zurakowski**. Bob is a Professor of Materials Science with a secondary appointment in Electrical and Computer Engineering. He is also a former President of the University Faculty Senate. Arde is a Professor of Civil and Environmental Engineering. He has served on

several University Faculty Senate committees, including the P & T Committee and, most recently, COCAN. Ryan is an Associate Professor of Biomedical Engineering, with secondary appointments in the departments of Electrical and Computer Engineering and Mathematical Sciences. He is a member of the Graduate College Council, and he serves as the chair of the Graduate Student Life committee.



We welcome all our new leaders, and we thank them for giving their time, wisdom, and expertise to the AAUP-UD.

## AAUP-UD FINANCES

### January-December 2021

Total dues income in 2021 was \$282,080.46, and total expenditures were \$259,410.82. Therefore, we had a surplus (income) of \$22,669.64; this surplus has been added to our cash flow.

The major expenses as a percentage of the total expenses were as follows:

	<u>2020</u>	<u>2021</u>
National AAUP Dues	58.7%	69.9%
Salaries (Office Manager)	16.5%	15.2%
Legal	14.5%	5.5%
Student Awards	2.5%	2.5%
Insurance	1.8%	3.2%

These expense percentages are in line with what is typically spent annually in each category. The national AAUP dues were higher because we gained several new members in 2020 and 2021. Legal expenses were considerably lower because after the mid-term bargaining in 2020 we did not have much legal work in 2021. Our AAUP-UD chapter is in a healthy financial position at the end of FY 2021.

## 2022 AAUP-UD SCHOLARSHIP RECIPIENTS

This spring, the AAUP-UD convened a committee to choose the 2022 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; Carlton Cooper, Assistant Professor of Biological Sciences and Africana Studies; and Ben Fleury-Steiner, Professor of Sociology. These committee members selected the following students as award winners: Melissa Lewis, B.S. in Education; Ryan Meredith, B.M. in Music Composition; and Hannah Wiswell, B.S. in Mechanical Engineering.

**Melissa Lewis** has already had a busy career in undergraduate research and teaching at UD. She has conducted research on bilingual education with Dr. Adrian Pasquarella, on Delaware teachers' preparation in racial literacy instruction with Dr. Janine de Novais, and on the campus experiences of African-American students at UD before, during, and after desegregation with Dr. Roger Horowitz under the auspices of UDARI. Melissa has also served as a teaching assistant in Beginning Literacy Instruction and for the Get Ready Program. Melissa plans to pursue a Ph.D. in Education at Stanford University this fall with an emphasis on bilingual special education.

**Ryan Meredith** has devoted much of his life—and his undergraduate studies—to the composition and performance of music. In his four years at UD, he has premiered sixteen full compositions and performed them as far away as Germany. For his work, he has received many awards, including this year's first prize in the University of Delaware School of Music Symphony Orchestra Composition Competition. Ryan plans to pursue an M.M. then a D.M.A. in Music Composition so that he can continue to study and refine his craft

and eventually become a professor who “help[s] young composers of the next generation find their voices.”

**Hannah Wiswell** has accomplished much as an undergraduate researcher and teaching assistant at UD. Her research has involved the study of the anisotropic properties of and electron redistribution in 3C-SiC, bio-inspired propulsors, and the effects of loading/wind conditions on crops. In addition to conducting research, Hannah has been a teaching assistant for courses in introductory engineering, thermodynamics, and fluid dynamics, as well as for the Fabrication Lab. Hannah plans to pursue a Ph.D. in Mechanical and Aerospace Engineering, with focuses in bio-inspired propulsion, aerodynamics, and control systems.

The AAUP-UD congratulates Melissa, Ryan, and Hannah on their accomplishments and wishes them all the best in their future careers as professors and researchers.



Melissa Lewis



Ryan Meredith



Hannah Wiswell

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## COVID-19 RESOURCES

Where Can I Get My Vaccine?  
Centers for Disease Control: COVID-19  
ComPsych Employee Assistance Program  
DE Dept. of HR: Your Benefits & COVID-19  
DE Division of Public Health  
UD's Coronavirus Site: What You Need To Know  
Coronavirus FAQ for UD Faculty/Staff  
COVID-19: Guidance for the UD Research Community  
COVID-19 Resources from National AAUP