



**OUR FIRST
BARGAINING
MEETING IS TODAY!**

JOIN NOW

**THE MORE MEMBERS WE HAVE,
THE MORE POWER WE HAVE
TO SECURE THE SALARY, BENEFITS,
AND WORKING CONDITIONS
THAT YOU DESERVE.**

Your Salary: Another Incentive To Join AAUP-UD

Doing the Math

- Our raises for 2021-22 and 2022-23 were 2% for each academic year.
- The annual inflation rate for 2021 was 7.2%.
- The current inflation rate is 7.7%
- Thus, for the past several years, our buying power has decreased by approximately 5% or more.

Factoring in the Pandemic

- Our raises for 2020-21: 0%.
- Salary minimums were capped at 2020-21 rates, where they remain.



An Expert Analysis of UD's Financial Health

At the invitation of the AAUP-UD, Rudy Fichtenbaum, a professor emeritus of economics from Wright State University and former president of the national AAUP, spoke to faculty members on October 14 about his updated analysis of UD's financial statements going back to 2004. (The AAUP-UD has retained Rudy several times in the past to do these analyses, most recently this past spring.) Rudy's analyses, including the current one, have offered strong evidence that UD can afford to provide robust compensation and benefits to faculty, an especially timely conclusion considering that the AAUP-UD is only a few days away from beginning contract negotiations. For those of you who could not attend Rudy's talk, we have highlighted below several key points from Rudy's written report, and we have also posted the full report on our website.

In his 2022 report, Rudy assesses UD's financial position as being "excellent" and summarizes his rationale for making this assessment as follows:

The University has diversified sources of revenue, has had a positive operating cash flow for the last 19 years, still has relatively little debt, and enrollment, the pandemic notwithstanding, is trending upward. It is also noteworthy, that during the pandemic the state of Delaware provided the University with COVID relief beyond that provided directly by the Federal government. This would seem to suggest that the state views higher education as a priority and that bodes well for the University. (p. 61)

Rudy goes on to explain the implications of UD's fiscal health by saying that "although there is a great deal of uncertainty surrounding the economy, which could affect state budgets, in general, the University

of Delaware remains in excellent financial condition and is certainly able to offer competitive salaries and benefits to its faculty” (p. 61).

Several of the positive 2021 financial indicators for UD that Rudy highlights are as follows:

*Viability Ratio: 1.9. This is a “ratio of expendable net assets to long-term debt “ and “means that the University had enough reserves to pay 190 percent of its debt.” Rudy assesses this ratio as “relatively high” (p. 26).

*Primary Reserve Ratio: 1.33. This is a “ratio of expendable net assets to operating expenses” and means that “in 2021 expendable net assets were enough to cover 133% of operating expenses or enough to cover more than 16 months of operating expenses.” Rudy assesses this ratio as “extremely high” (p. 27).

*Total Net Assets (the difference between assets and liabilities): \$3 billion. Also, from 2004-2021, UD’s net assets trended upward (p. 20).

Rudy does point out several areas of concern related to UD’s spending. For example, he speaks of “administrative bloat” when pointing out that between 2004 and 2021, “the number of faculty grew by 18.3% compared to 68.6% for administrators” (p. 54). Moreover, Rudy notes that “[i]nstructional salaries increased at a compound annual rate of 4.1% compared to 5.2% for administrative salaries” (p. 52). In a nutshell, then, over the past seventeen years, UD has been hiring and compensating administrators at higher rates than instructors. In addition to providing evidence of “administrative bloat,” Rudy notes that UD’s subsidy of its intercollegiate athletic programs is substantial and has been trending upward. More specifically, Rudy notes that based on Knight Commission data from 2012 to 2019 (data from 2020 and 2021 have not been reported), UD’s subsidy of its intercollegiate athletics’ total revenue rose from 75% to 87% (p. 42). In comparison, only 3% of this total revenue was generated by ticket sales in 2019 (p. 43).

Several other points worth noting from Rudy’s report include his finding that there has been “an unmistakable upward trend in spending on capital assets” and that it is “reasonable to conclude that most of the capital spending is financed directly by the University through borrowing” (p. 11). (We should note, however, that Rudy also finds that UD’s viability ratio—its “ratio of expendable net assets to long-term debt” or, put simply, the ability to service its long-term debt—is still a “relatively high” one [p. 26].) Another area of concern for Rudy is the fact that contributions have decreased from 2015 to 2021, with a “dramatic drop from \$25.2 million in 2018 to just \$9.9 million in 2019” and the “level of contributions remain[ing] flat at about \$9.8 million in both 2020 and 2021” (p. 36). Finally, Rudy notes that “alternative investments” constituted 23% of UD’s investment portfolio in 2004 but by 2021 had increased to 61% (p. 13). These investments include things like “hedge funds, private equity, venture capital, hybrid fund of funds, distressed securities, oil and gas and other natural resources,” and, according to Rudy, tend to be “risky”: “Almost all these investments are level 3 which means their values do not reflect observable market inputs[;] i.e., it is hard to assess their true value. Moreover, they tend to be illiquid and have very high expenses. These expenses eat into the returns earned by the University” (p. 13-14).

As the AAUP-UD enters into bargaining, Rudy’s report will be essential in supplying the bargaining team with evidence that UD can and should direct greater resources to faculty compensation.

Affiliation with the American Federation of Teachers, AFL-CIO



As we indicated in an 8/1/22 email to all bargaining unit members, delegates to the national AAUP biennial meeting voted overwhelmingly to affiliate with the American Federation of Teachers (AFT), AFL-CIO, effective August 1, 2022. This affiliation will allow the 44,000-member AAUP to maintain its independence in governance and decision making while affording it access to many of the resources of the 1.7 million-member AFT, particularly in areas such as government relations and organizing.

Many think of the AFT as an organization that represents K-12 educators, but the AFT also represented 270,000 higher-education employees at “community colleges, major research universities, liberal arts schools and HBCUs” prior to the affiliation with the AAUP. The AFT’s success in organizing and promoting faculty and staff rights at colleges and universities had already led several AAUP chapters to affiliate with it, including Rutgers AAUP/AFT. In fact, 20,000 AAUP members (almost half) already belonged to AAUP/AFT affiliates before the national organization affiliated with AFT.

What will this national affiliation mean for the AAUP-UD and its members? Business will continue as usual—we will still operate under our current Constitution and Bylaws, and we will still make our own decisions, including how to best protect faculty rights and welfare at UD. There may be a minor increase in dues attributable to the affiliation—less than a dollar per month per member starting in January 2023—but any such dues increase could easily be offset by the discounts on goods and services offered to AFT and its

affiliated members. For an overview of these discounts and other benefits, see the article below.

Perhaps the most important changes and benefits that you may see are indirect ones. AAUP chapters and their membership in general are likely to be strengthened. For example, together, the AAUP and AFT may be able to organize more collective bargaining chapters and secure better compensation for their members. If compensation increases at our comparator institutions, then we at UD have a better argument for increasing our own salary and benefits. If, together, the AAUP and AFT are able to secure greater investment in public education at the state and federal levels, then we at UD have a better argument for keeping tuition low and keeping our compensation robust. If, together, the AAUP and AFT are able to better combat attacks on tenure and academic freedom in other states, then we at UD are more likely to fend off attacks on our own academic freedom should they occur. Examples of such attacks in other states have included “divisive concept” or book bans; legislative intrusion into tenure processes; the sanctioning or dismissal of professors whose opinions don’t align with those of university administrators, board members, or state legislators; and the weakening of shared governance caused by the “corporatization” of universities.

We believe, then, that the affiliation between the AAUP and the AFT offers significant advantages and benefits to our members both directly and indirectly. If you have any remaining questions about this affiliation, please do not hesitate to contact us.

Another Reason to Join the AAUP-UD: Member Benefits!

With the affiliation of the AAUP and the American Federation of Teachers (AFT), AAUP-UD members are now eligible for additional benefits. For example, AAUP-UD members are now able to take advantage of a wide array of AFT/AFL-CIO discounts on goods and services such as airline travel, car rentals, hotels, dining, entertainment, computer equipment, apparel, wireless phone service, automobile purchase and service, insurance, credit counseling, mortgages, trauma counseling, and health services (including dental, vision, and hearing). Members may also register for a cash-back shopping program, obtain a no-annual-fee credit card, and gain access to a federal credit union. (For more information on these benefits, see the benefits booklet [here](#) and the AFT benefits home page [here](#).)

To access these new benefits, AAUP-UD members will need to have their AFT local name and number (University of Delaware, #06749) and their AFT membership number. If you are an AAUP-UD member and have not yet received your membership number from the national AFT, you may contact the AFT membership office at 888-238-5646 or visit their FAQs [web page](#) for further instructions.

If you are not yet an AAUP-UD member and would like to join, you may do so [here](#) with just a few keystrokes. New members won’t pay dues until September 2023. What better way to protect your rights as a faculty member and your wallet!

A Controversial Decision to Change Retiree Benefits: Medicare Advantage Plans

Earlier this year, the State of Delaware announced that it was going to move state retirees to a Medicare Advantage plan managed by Highmark Blue Cross Blue Shield. Many state retirees, including former UD faculty, have expressed serious reservations about this change and its possible impacts, including the imposition of new pre-authorization requirements and limitations on out-of-network access. In response to this proposed change in medical plans, concerned Delawareans formed an organization called RiseDelaware, which has since filed a lawsuit to halt the transition to a Medicare Advantage plan. RiseDelaware is arguing that the State failed to follow proper procedures in vetting the plan, and a Superior Court judge has halted any change in medical benefits until the lawsuit goes to trial.



The AAUP-UD has no direct involvement in the choice of medical plans for retirees or for current faculty; rather, the State chooses these plans, which the UD administration then offers. However, because the AAUP-UD is an organization committed to fair and transparent governance in addition to the welfare of UD faculty past and present, the AAUP-UD Executive Council has voted to donate \$1,000 to RiseDelaware in support of its efforts to hold the State accountable for fully vetting such a substantial change to retiree medical benefits. Moreover, the AAUP-UD encourages concerned faculty to reach out to their [state legislators](#) with questions or comments and to visit RiseDelaware’s [website](#) to see updates about the status of the legal challenge to the transition to Medicare Advantage.

Search for the Dean of Lerner College

On November 14, UD administration [announced](#) the composition of the search committee to replace Dean Bruce Weber of Lerner College. The AAUP-UD leadership was not consulted in advance about the selection of committee members, despite a provision in the Faculty Handbook (Section 2.5) that calls for the solicitation of “advice/representation from faculty stakeholder groups (e.g., department/college faculty, Faculty Senate, AAUP, as appropriate) when populating search committees to ensure broad faculty representation.” Surely, a dean’s search would be an “appropriate” time to consult with the AAUP-UD.

Even when AAUP-UD leaders have been consulted about recent searches, their recommendations have not always been followed closely. For example, in the search for the Deans of the College of Health Sciences and the Biden School, the AAUP-UD Executive Council recommended seven different faculty members to serve on these committees. However, only one of these faculty members was chosen to serve on one committee.

As we reported in the article “Recent Administrative Searches” in our [May 2022 issue of *The Voice*](#), President Galileo has also recommended the following about searches to UD administration: “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.” We hope that UD administration has followed President Galileo’s advice on soliciting non-administrative faculty input and membership on the search committee. We also hope that UD administration follows the spirit of [Section 2.5 of the Faculty Handbook](#), which says, “An open and transparent search for academic administrators is always preferred....”

An Abundance of New AAUP-UD Leaders

This semester, two new Steering Committee (SC) members and eight new department representatives have joined AAUP-UD leadership. We are grateful for their willingness to serve, especially during a busy bargaining year.

Fred Hofstetter, Professor of Education, has joined our ranks as a Steering Committee member from the School of Education. Fred has also served the AAUP-UD as a prior SC member and department representative, and he has been both a president and frequent member of the University Faculty Senate. Tom Kaminski, Professor of Kinesiology and Applied Physiology and Director of the Athletic Training Education Program, has recently joined us as an SC member from the College of Health Sciences. Tom is currently serving as a University Faculty Senator in his second term and also serves on the Faculty Board on Athletics. Chanele Moore, Associate Professor of Sociology in the Associate in Arts Program, has joined us as an SC member from the College of Arts and Sciences. Chanele has served as a University Faculty Senator and is currently a Chief Diversity Advocate.



Fred Hofstetter
School of Education



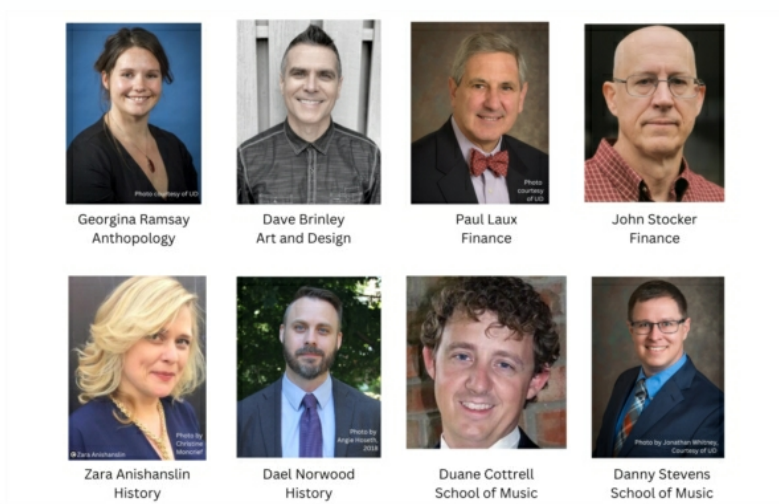
Tom Kaminski
Health Sciences



Chanele Moore
College of Arts & Sciences

Joining us as a department representative from anthropology is Georgina Ramsay, Associate Professor of Anthropology. She is kindly filling in for Jay Custer while he is on sabbatical, and she previously served as a College of Arts and Sciences Senator. Dave Brinley, Professor of Arts and Design, also joins us as a department representative. Dave previously served on the University Senate. We have two new representatives from the Department of Finance: Paul Laux and John Stocker. Paul is Professor of Finance and JPMC Senior Faculty Fellow of the Institute for Financial Services Analytics, and he previously served as a University Faculty Senator. John is an Assistant Professor and Associate Chair of the Finance Department. From the history department we have two new representatives, Zara Anishaslin, Associate Professor of History and Art History, and Dael Norwood, Assistant Professor of History. Zara was also an AAUP member at her previous institution, CUNY, and Dael notes that he “[joined the AAUP] as soon as [he] started at UD, in August 2018” and that he has “been a proud union member at every job site that’s been lucky enough to have one available.” Finally, from the School of Music, Duane Cottrell and Danny Stevens have joined us as department representatives. Duane is an Associate Professor and Coordinator of Music Education, and Danny is a Professor of Music and Associate Director of Undergraduate Studies. Duane currently serves in the University Faculty Senate, where Danny previously served three terms. The AAUP-UD is privileged to welcome our new SC members and department

representatives, all of whom have strong experience in and appreciation for shared governance.



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Finding Your Salary Information

It has come to the AAUP-UD's attention that not all faculty members received letters indicating their salaries this year. You can find your salary via webviews, but doing so can be tricky. However, the information below should help.

1. Log into webviews.
2. Select "Job Employment Data."
3. Choose a date, and refer to the "FT Annual Rate" as indicated in the following image:

HRMS: Personal Access
UNIVERSITY OF DELAWARE

UD Home HRMS Home FAQ Contact Logout

Job Employment Data View

UD ID: [REDACTED] Name: [REDACTED] Suffix:

Effective Date: 09/01/2022-2

You may switch to a previous year here.

Job Employment Data	
Action Date: 09/01/2022	Action: [REDACTED]
Position No.: [REDACTED]	Position Entry Date: [REDACTED]
Reason: [REDACTED]	Employee Status: Active (A)
Classified Ind.: Unclassified (U)	Last Check Date: 08/31/2022
Primary Job: [REDACTED]	Primary Department: [REDACTED]
Room: [REDACTED]	Location: [REDACTED]
HR Liaison: [REDACTED]	Supervisor: [REDACTED]
EM Group: [REDACTED]	
Full/Part time: F	Standard Hours: 37.50
FTE: 1.000	Salary Admin. Plan: Faculty Full Time (211)
EE Type: Salaried (S)	Pay Group: Semimonthly Regular (SRG)
Salary Grad: [REDACTED]	FICA Status: Subject (N)
Compensation Frequency: Semimonthly (S)	Compensation Rate: [REDACTED]
Hourly Rate: [REDACTED]	FT Annual Rate: [REDACTED] 