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**May 1, 2023**

# Bargaining Update

Dear Bargaining Unit Members,

As we near the end of the semester, we would like to update you on the status of our negotiations with the UD administration. Although we began negotiations in November and have been meeting weekly since February 1, we are concerned that an agreement may not be reached by July 1, when a new contract would normally go into effect. If that occurs, (1) the current contract will remain in effect, with current salaries; and (2) the scheduling of mediation and then arbitration can take a few months and would likely not be finalized until after contract expiration. This would be particularly unfortunate given the past two years' high rate of inflation.

The following lays out (1) an executive summary of the issues of concern and (2) a detailed grid showing the status of specific proposals, followed by the administration's proposals. We have omitted the back-and-forth of counter-proposals.

Executive Summary:

UD's administration has accepted very few of our proposals, as mentioned in the last update. We have had to request responses several times, and written responses have occasionally been unclear as the administration team does not work with a red-lined document. We believe that the delays in resolving non-economic and/or relatively non-controversial issues creates pressure on our team to set them aside in favor of benefits and salary. However, the general tenor of administration proposals undermines faculty autonomy and shared governance. Aside from salary and benefits (including protection of medical benefits after retirement), issues of concern include salary transparency and equity; shared governance; electronic rights and privacy; and the appraisal /merit/ merit allocation process.

AAUP-UD Proposals:

Topic and Specific Changes Proposed by AAUP	Date First Delivered to Administration	First Administration Response	Status
<b>ACADEMIC FREEDOM:</b> 1. Definition of academic freedom 2. Electronic rights and privacy	February 13, 2023	February 20, 2023	1. Admin accepted 4/10/23 2. Expecting Admin counter week of 5/1/23

<b>GOVERNANCE:</b> 1. AAUP participation /consultation in searches, meeting with trustees 2. Administration delivery of information to AAUP	February 13, 2023	February 27, 2023	1. Administration rejected 2. Expecting Admin response week of 5/1/23
<b>BENEFITS:</b> 1. Maintenance of current or comparable medical benefits, including after retirement 2. Letter of understanding -- committee to study dependent care	March 19, 2023	None to date	1. Expect Admin response week of 5/1/23 2. Expecting Admin counter week of 5/1/2023
<b>SALARY:</b> 1. Units update merit metrics to reflect workload and specify criteria for merit; teaching merit cannot be based solely on student evaluations	February 1, 2023	April 24, 2023	Admin rejected (see below)
2. Clarify conditions for special salary increases 3. Increase transparency with which salary disparity adjustments are made and monitored	March 6, 2023	April 3, 2023	Still under discussion; AAUP to propose further edits
4. Increase overload compensation	April 13, 2023	None to date	
5. Salary increases, increases in promotion increments, rank minimums	April 10, 2023	None to date	
6. Faculty pay for faculty administrators who return to the bargaining unit (currently, former administrators retain admin salary)	Delivered March 19, 2023; presented April 23, 2023	None to date	
<b>MAINTENANCE OF PRACTICES:</b> Updated language	February 20, 2023	March 6, 2023	Administration rejected 5/1/23
<b>MISCELLANEOUS:</b> A series of consensus edits (updates to pronouns, titles, outdated language or procedures, etc.)	November 2022	None to date	AAUP has made several requests for a response

Administration Proposals:

Proposals from Administration to AAUP	Administration Presented to AAUP	AAUP Response	Status
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1. Faculty Improvement Plan: allow dept chairs and deans to put faculty on "improvement plans"—termination is one possible outcome	February 20, 2023	March 6, 2023	Rejected by AAUP
2. Training Mandate: allow administration to mandate unspecified trainings to faculty on an ongoing basis —termination is one possible outcome  3. Vaccination Mandate	February 20, 2023	March 6, 2023	Rejected by AAUP
4. Merit Pay Counter-Proposal: eliminate current language on merit metrics (including faculty vote); standardize merit allocation process.	April 24, 2023		AAUP consulting with Steering Committee

We are doing our utmost to safeguard faculty rights and secure fair compensation and have scheduled additional bargaining sessions beyond the weekly meetings. We make no proposal or decision without the approval of the Steering Committee, with input from your department representatives. We will be sending more frequent updates as matters progress and ask that you monitor your email for AAUP-UD communications after the semester ends. Please contact your **department representative or Steering Committee member** with any questions and concerns.

Thank you for your support and solidarity.

Sincerely,



Deni S. Galileo  
 President, AAUP-UD  
 on behalf of the Bargaining Team

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