



JOIN TODAY!

May 24, 2023

Bargaining Update

Dear Bargaining Unit Members,

Since our last bargaining update, we have continued to negotiate vigorously for faculty rights, salary, and benefits. We have reached verbal tentative agreements on:

- an enhanced statement of academic freedom;
- greater electronic and other privacy protections;
- a robust process of data reporting from the administration to the AAUP-UD; and
- the establishment of a UD committee to investigate greater institutional support for faculty who are providing dependent care.

We have made less progress towards agreement in the area of increasing shared governance. For example, the administration has twice rejected our proposal for granting the Presidents of the AAUP-UD and the University Faculty Senate the opportunity to address the Board of Trustees twice yearly, suggesting its reluctance to have faculty “share” their ideas above the level of UD’s president. Similarly, the administration has twice rejected our proposal to guarantee input from the AAUP-UD and the University Faculty Senate on candidates for the administrative positions of dean and higher. If members from the UD faculty’s two representative bodies are not guaranteed the opportunity to communicate with the Board of Trustees or to provide substantial input into the selection of UD’s top administrators, there can be no guarantee that shared governance will play a vital role in the future of this institution.

As with shared governance, faculty compensation remains an area in which we and the administration apparently have had much disagreement. Our original financial proposal involved raising base salary, salary minimums, promotion increments, and overload compensation in ways that we think are commensurate with these times. The administration countered with a proposal containing raises that better reflect the realities of a pre-pandemic world of low inflation and consistent salary increases than the realities of our post-pandemic one. In the face of this disappointing counter-proposal, the bargaining team worked with the Steering Committee to develop a counter-proposal to the administration's. In our counter-proposal, which we delivered on 5/22/23, we show a willingness to negotiate but not to compromise our goal of ensuring that UD faculty are provided with the robust compensation that they deserve, especially given that the faculty are largely responsible for UD's past and continued success. When the administration next responds to our proposal, we hope that in doing so it better recognizes the faculty's Herculean efforts in adapting to multiple teaching modalities and remaining prepared to switch among them at short notice, in increasingly accommodating and supporting students during and after the pandemic, and in constantly reflecting and improving upon ways to deliver quality instruction to students. Our jobs as professors have become significantly more complex since early 2020.

Following this letter, you will see an updated chart showing the status of our various bargaining proposals. (The administration has not given us any of their own proposals recently.) Below the chart, you will find one graph illustrating the faculty's need for substantial raises to recover their pre-pandemic buying power and four graphs illustrating the University's ability to pay for these raises. The graphs illustrating UD's financial strength show that enrollment and state appropriations are trending upward, net tuition revenues have returned to pre-pandemic levels, and UD has been running significant operating surpluses (and even larger overall surpluses) over the past six years with the exception of FY20. To learn more about the strength of UD's financial position, we encourage you to read the report by higher-education economist Rudy Fichtenbaum and to keep an eye out for more updates from us about UD's ability to compensate its faculty fairly and robustly.

Thank you for your support and solidarity.

Sincerely,



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

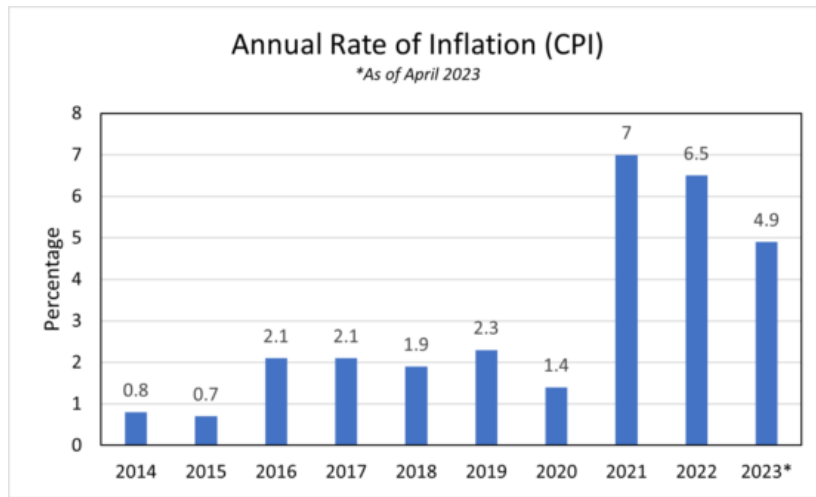
Status of AAUP-UD Proposals

Topic and Specific Changes Proposed by AAUP	Date First Delivered to Administration	Status
ACADEMIC FREEDOM:		
1. Definition of academic freedom	February 13, 2023	Verbal tentative agreement on 4/10/23
2. Electronic rights and privacy	February 13, 2023	Verbal tentative agreement on 5/15/23
GOVERNANCE:		
1. AAUP participation /consultation in searches, meeting with trustees	February 13, 2023	Administration rejected for second time on 5/19/23
2. Administration delivery of information to AAUP	February 13, 2023	Verbal tentative agreement on 5/22/23
BENEFITS:		
1. Maintenance of current or comparable medical benefits, including after retirement	March 19, 2023	Admin countered on 5/5/23; AAUP considering response
2. Letter of understanding -- committee to study dependent care	March 19, 2023	Verbal tentative agreement on 5/15/23
SALARY:		
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	Admin countered 4/24/23; AAUP countered on 5/9/23 and awaiting admin response
2. Clarify conditions for special salary increases	March 6, 2023	After several counters on both sides, we are close to a tentative agreement
3. Increase transparency with which salary disparity adjustments are made and monitored	March 6, 2023	After several counters on both sides, we are close to a tentative agreement
4. Increase overload compensation	April 13, 2023	Administration rejected 5/8/23; AAUP submitted counter 5/22/23
5. Salary increases, increases in promotion	April 10, 2023	Administration countered 5/8/23; AAUP submitted

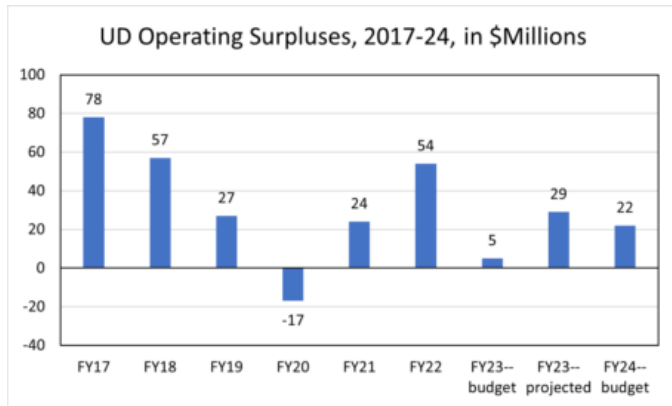
increments, rank minimums	April 10, 2023	3/8/23; AAUP submitted counter on 5/22/23
6. Faculty pay for faculty administrators who return to the bargaining unit (currently, former administrators retain admin salary)	Emailed March 19, 2023; presented April 23, 2023	Administration rejected 5/5/23; AAUP considering response
MAINTENANCE OF PRACTICES: Updated language	February 20, 2023	Verbal tentative agreement on 5/15/23
MISCELLANEOUS: A series of consensus edits (updates to pronouns, titles, outdated language or procedures, etc.)	November 2022	AAUP continues to request a response

See financial information on next page...

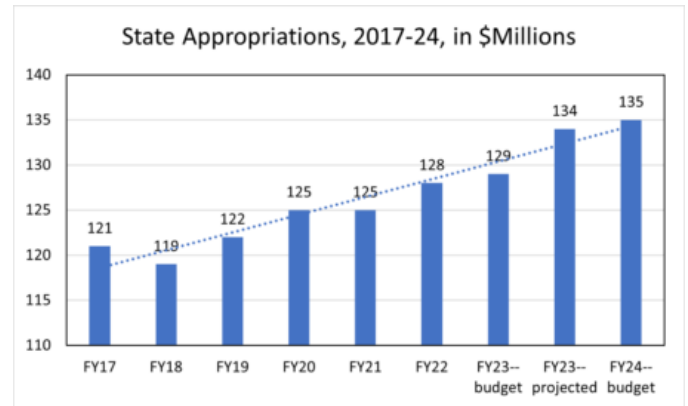
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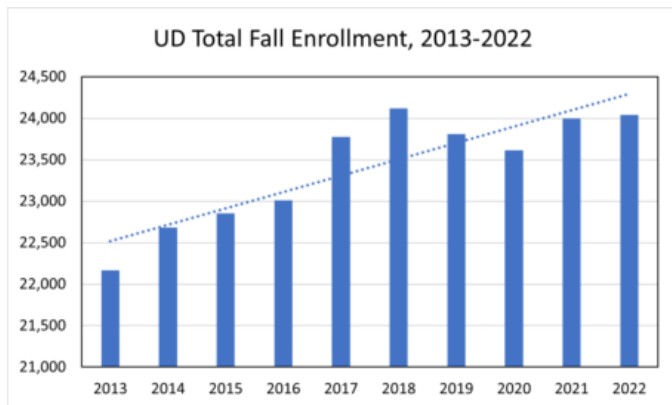
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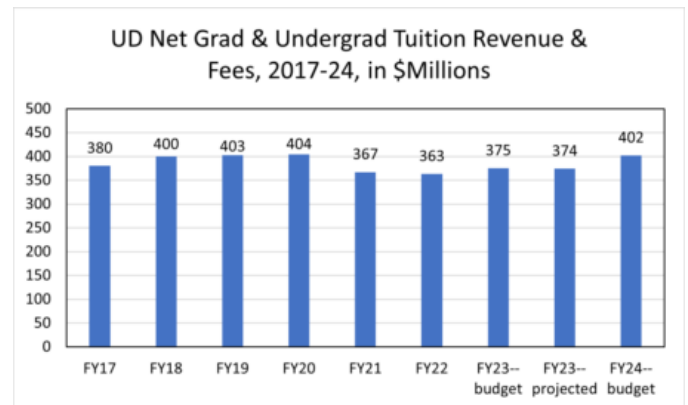
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