



JOIN TODAY!

Nov. 13, 2023

Bargaining Update

AAUP-UD AND UNIVERSITY REACH A TENTATIVE AGREEMENT!

Dear Faculty Colleagues,

As a result of mediation, the AAUP-UD and the university tentatively agreed on the conditions of a new 3-year contract for bargaining unit faculty on Friday, November 10, 2023. To become effective, the new contract must be formally approved by the AAUP-UD Steering Committee and then ratified by a majority of AAUP-UD members. Below are some highlights of the new contract followed by the projected timeline for its final approval.

I. ECONOMICS

We faculty members have encountered several years of high inflation, low (or no) raises, and flat minimum salaries. Though we negotiated long and hard for higher raises than the ones to which the administration eventually agreed in mediation, our ability to exert pressure on them was measured based on several legal constraints. For example, as public employees in the State of Delaware, we cannot strike. As a final option, we had the ability to go to binding arbitration (and almost did), but we did not believe that this would have been successful as arbitrators in Delaware do not consider inflation when they are deciding on the fairness of a financial package. What arbitrators are required to consider are comparator salaries (i.e., the salaries of professors at similar institutions), and our data shows that average faculty salaries at UD only fall below that of our comparators in two professorial ranks. Otherwise, with the increases negotiated with UD, we will be at or above the comparator averages. Binding arbitration, then, could have resulted in our receiving the lower raises that the administration proposed prior to mediation.

It is worth noting that faculty at or near the minimum salary level will receive up to an 8% raise the first year under this agreement because of the increases in

minimum salaries that we secured (see “Salary Minimums” below). In addition, faculty should note that there are provisions in the tentative agreement to make the distribution of merit pay more equitable and transparent. Specifically, units now will have to include clear and inclusive criteria in their workload documents for assigning merit scores, and merit scores for teaching may no longer be based strictly on student course evaluations (see “Merit Pay” below).

Raises for Continuing Members* of the Bargaining Unit

- 2023-24: **6.08%** by 2/1/24 (4% of individual faculty base salary now; an additional 2% of base on 2/1/24. Raises will be retroactive to 9/1/23 for those on academic year or 10-month contracts and retroactive to 7/1/23 for those on fiscal year contracts)
- 2024-25: **4%** (2% merit plus the dollar amount equal to 2% of the individual faculty member’s rank mean salary across the university)
- 2025-26: **4%** (2% merit plus the dollar amount equal to 2% of the individual faculty member’s rank mean salary across the university)

**A continuing member of the bargaining unit essentially is a faculty member who was employed the previous year as a member of the bargaining unit and continues to be one at the start of the new academic (or fiscal) year for which the salary increase applies. Thus, new faculty do not get the salary raises at the beginning of the year in which they start working at UD. However, all faculty salaries must be at or above the relevant minimum salary stipulated in the contract for each of the three years.*

Salary Minimums

- 2023-24: **8%** increase over current minimums (which are based on FY 20 amounts listed [here](#), p. 30, minimums effective July 1, 2019)
- 2024-25: **2%** increase
- 2025-26: **2%** increase

Promotion Increments

Effective July 1, 2023, promotion increments (and increments by title for instructors only) will be the dollar amount equivalent to **8%** of the average base salary of the rank (or title for instructors) into which the faculty member is being promoted.

Overload Compensation

- As of 7/1/23: no increase (2.25% per credit hour of your base academic year salary, up to a ceiling equivalent to 2.25% per credit hour of the average salary at each rank)
- As of 7/1/24: **2.35%** per credit hour of your base academic year salary (with ceiling equivalent to 2.35% per credit hour of the average salary at each rank)
- As of 7/1/25: **2.6%** per credit hour of your base academic year salary (with ceiling equivalent to 2.6% per credit hour of the average salary at each rank)
- Individual deans will no longer be able to establish their own minimum enrollment thresholds in online courses for faculty to receive a full S-contract. These minimum enrollments must be based on the ones outlined in the *Faculty*

Letter of Understanding--Dependent Care

HR will convene a committee to explore solutions for access to quality, affordable dependent care; HR, the provost, and the AAUP-UD will select committee members.

Benefits and Cost Containment Committee

This joint AAUP-UD/Administration Committee will reconvene to offer recommendations on benefits and explore alternatives to current benefits.

Rule of 75

Faculty aged 55+ are eligible for retirement benefits when their age plus years of service totals 75 (dropped from 80).

Merit Pay

- Each unit must have clear criteria for assigning merit in their workload policies. These criteria should be inclusive and recognize a diverse range of activities and accomplishments.
- Criteria for assessing teaching merit shall include multiple lines of evidence, not just student evaluations.

Credit for Student Advisement

In place of credit for undergraduate advising being given in blocks of thirty students, assigned undergraduate and graduate advisement “must be represented equitably in the individual faculty member’s annual workload allocation.”

II. TRANSPARENCY

Salary Disparity and Adjustments

- A salary disparity analysis will be conducted by Institutional Research (IR) in the semester after this agreement goes into effect and every three years thereafter (rather than just once a contract period).
- Lists of faculty eligible for salary disparity adjustments will be provided to the AAUP-UD’s Contract Maintenance Officer and to the Provost in addition to the deans and department chairs.
- Faculty members will be informed of their status on the eligibility list and whether they have been recommended for a salary disparity adjustment.
- At least every 3 years, a joint AAUP-UD/Administration committee will study and report on the effectiveness of the salary equity, disparity, and adjustment

process.

- Salary adjustments for faculty retention must be based on evidence of recruitment; salary adjustments related to market demands must be based on valid and reliable salary survey data specific to the faculty member's area of specialty.

III. SHARED GOVERNANCE/FACULTY RIGHTS

The tentative agreement includes the following:

- A broader statement of academic freedom.
- Greater privacy rights for faculty (esp. related to electronic surveillance).
- A guaranteed AAUP-UD seat on *ad hoc*/occasional committees involving terms and conditions of employment.

IV. TIMELINE FOR APPROVAL/RATIFICATION

The following is the planned timeline for approval and ratification of the new faculty contract:

- Approval vote of entire new contract by Steering Committee: 11/17/23
- Red-lined contract document available to AAUP-UD members for viewing: 11/18/23
- Informational Zoom meeting for AAUP-UD members: 11/28/23
- Ratification vote by AAUP-UD members: 11/29/23-12/6/23
- Final signatures by AAUP-UD and university: 12/7/23

In addition to making the significant gains listed above, we concede no faculty rights or compensation guaranteed by the current contract. In other words, we believe that this tentative agreement consists of only wins and no losses. We know that these negotiations have felt lengthy, but we believe that the tentative agreement has been worth the wait. We thank you for your continuing support and patience throughout this process.

In solidarity,



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