



August 26, 2024

Greetings from the AAUP-UD.

As the semester begins, we would like to update you on recent AAUP-UD activities and issues relevant to faculty. We spent the summer working with the administration to implement the terms of the 2023-2026 contract correctly. Below are highlights of these efforts:

Overload (s-contract) compensation:

- Per Human Resources, the 4% **for fall 2023 and winter 2024 s-contracts** and additional 2% increases for spring 2024 s-contracts are applied, and any outstanding pay will be distributed in the September pays.
- The 2023-26 CBA makes **no allowance for prorating courses regardless of mode**. Any proration of overload pay based on student enrollment must be corrected to provide faculty with a full S-contract for fall 2023, winter 2024, and spring 2024. HR is awaiting Provost approval to distribute the remaining pay. Going forward, for courses with an enrollment lower than 10 (undergraduate) or 6 (graduate), chairs/deans must make a decision to offer the course or cancel.
- As with on-load courses, there is **no allowance for assigning multiple s-contracts to a single course**. If enrollment is higher than an established cap, the chair / dean may allow another section to be created.

Although AAUP-UD can only represent full-time faculty, we were sorry to learn that **adjunct faculty**, who have typically been compensated at the Instructor or Assistant professor rate, have been assigned [separate pay categories](#). This decision by the administration goes against a strong collegial tradition and UD's reputation as a better employer for adjunct faculty.

Salary means and ceilings at rank for the purpose of calculating overload ceilings, promotional increases, and merit pay will be established each January for the immediately following summer sessions and September-May academic year. As a **one-time exception to this schedule**, we agreed that AY 2024-25 overload compensation, promotional increments, and 2% structural and merit raises would be based on the March 1, 2024 salary data. This exception takes into account the unusual 4% / 2% raises for 2023-24, the second part of which took effect in February 2024 (not September 2023 as would normally happen). Here are the rank means used to calculate the 2% structural raises for 2024-2025: Instructor: \$90,518; Assistant professor: \$106,969; Associate professor \$122,304; Professor \$172,351.

2024 Salary Disparity Study

We also worked with the Office of Institutional Research and Effectiveness (IRE) to clarify the parameters of the Salary Disparity Study. By contract, this will be conducted every three years, and we expect the study to be done this fall.

We were pleased to see that additions and modifications are being made for the current study, which agrees with our understanding of where some additional disparities might occur. We await a memo outlining the general assumptions and factors in consideration. We recommend that faculty salary disparities be adjusted by 100% rather than the past practice of 50% of the difference beyond an 8% disparity.

Benefits and Cost Containment Committee

AAUP-UD is working with HR, UD employee groups, and UD retired faculty to study healthcare costs, dependent care, and other issues. Once the committee's work is underway, we expect to do a **survey of bargaining-unit members** to establish priorities.

News

Last April, the AAUP-UD Executive Council endorsed a [national AAUP media statement in defense of the right to free speech and peaceful protest on university campuses](#). The national AAUP recently issued an additional statement [against recent actions taken by many institutions to suppress peaceful protest and freedom of expression](#).

We urge you to [join the UD chapter of the AAUP](#). Our strong dues-paying membership strengthens our collective voice and our ability to protect your academic freedom, fair and equitable working conditions, and economic security.

AAUP-UD Who's Who 2024-2025

[Officers, Grievance Committee, Steering Committee and department representatives](#)

We wish you all the best for the coming semester.

Cordially,



Persephone Braham, President

