



November 2024 Bargaining Unit Update

Financial

In the face of potential further cuts to academic and student support, we are working with the Faculty Senate Budget Committee to measure and inform you of the full impact of recent decisions regarding athletics, construction, and emergency cost-saving measures on academics.

Health Plan

The Benefits and Cost Containment Committee has met twice so far, meeting on July 10 and October 29, 2024, to discuss the timeline for soliciting and reviewing proposals to move the administration of the UD health plan from the state to UD itself. The committee's consideration is for moving the administration of our health plans only, and there would be no change in the plan providers or the coverages. This is being considered to determine whether or not changing to self-administration would be less costly to the university than remaining part of the state-administered plans. Proposals are expected to be considered by the committee in early 2025.

Grievance and Contract Maintenance issues

Grievance Officer Anu Sivaraman, Contract Maintenance Officer Deni Galileo, and Deputy CMO Dayan Knox are handling approximately twenty cases involving back pay for S-contracts, correct raises for faculty changing track, workload, and Title IX. They are also tracking the P&T appeals process (GO) and reviewing revised department workload documents (CMO). Vice Provost for Faculty Affairs Martha Buell is working closely with our officers to resolve these issues.

If you have a question or concern about a matter [covered in the CBA](#), please complete our [contact form](#) so that we may direct the inquiry appropriately and track it to resolution. You should receive a response within 2-3 days.

Incoming and outgoing AAUP-UD Steering Committee members

We invite you to join us in welcoming the **newly elected members of the AAUP-UD Steering Committee**: Sarah Lacy, Dael Norwood, and Leslie Reidel of Arts & Sciences, Palaniappa “PK” Krishnan of Agriculture & Natural Resources, Syed (Ismat) Shah of Engineering and Earth, Ocean & Environment, Jennifer Saylor of Health Sciences, and Kathryn Bender of the Lerner College of Business & Economics.

The AAUP-UD expresses our deep appreciation to **departing Steering Committee members** Rolf Yoerger of Agriculture & Natural Resources, Heidi Sarver and Benjamin Fleury-Steiner of Arts & Sciences, Nancy Getchell of Health Sciences, and Joe Daniel of the Lerner College of Business & Economics.

Before the end of the semester, we are requesting faculty volunteers for units with vacant **Department Representative positions**. Department Reps liaise between the Steering Committee and their respective faculties. They are invited to attend and participate in all Steering Committee meetings, but do not vote. This is an important job, as we will be planning in spring 2025 for new contract bargaining to begin in fall 2025. Departments may have up to two reps at a time. Please contact me at braham@aaupud.org with any questions.

Access, Equity, and Inclusion

Alongside the Faculty Senate, we are discussing with Provost Carlson the need to consolidate the presence of OEI, DEI, Title IX, and Title VI on campus. Coming changes at the national level make such planning both more difficult and more urgent.

Political Communications from the National AAUP

We have heard concerns about the AAUP-UD Executive Council’s signing the statement 04.29.2024 | [In Defense of the Right to Free Speech and Peaceful Protest on University Campuses](#). We signed as the AAUP-UD Executive Council only, not on behalf of our membership or the faculty in our Bargaining Unit. We were dismayed that subsequent statements from the National AAUP and the reporting of their recent political activity might be construed as having the support of the 4.29 signatories.

We want to be very clear that that is not the case. We signed the initial 4.29 statement affirming **the need for shared governance in making policies to protect academic freedom**. The AAUP-UD’s job is to defend fair pay and working conditions, shared governance, non-violent protest, and open expression of all kinds, for all our members. If you agree or disagree with National on any issue, you should share your views with their leadership as [I have](#).

We should also understand that some issues, regardless of their merits, are being used to undermine academia and academic freedom generally, and we anticipate more coordinated attacks in the near future. The national leadership now appears to be focusing on preparing chapters to defend against the coming assault.

Membership

All full-time temporary, continuing track, and tenure-track faculty at the University of Delaware are covered by the employment contract negotiated by the AAUP-UD. However, **only AAUP-UD members participate** in the election of officers, consideration of contract issues, and active stewardship of our academic freedom, shared governance, and fair compensation. I urge you to stand with us to protect our collective rights, working conditions, and academic integrity. Your [active membership](#) is more important than ever as we prepare for this fight.

Sincerely,



Persephone Braham, President



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