



Member Update

- Know Your Rights
- Labor Day Picnic for UD Labor
- Collective Bargaining To Begin

August 26, 2025

Dear Colleagues,

Welcome back; we hope you had a restful summer. The AAUP-UD has been working throughout the summer to address the impact of continuing assaults on academic freedom, research funding, and constitutional rights that have left many of us with anxieties about our personal and professional well-being.

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Responding to Immigration Enforcement

One of these issues involves how various UD constituencies should respond to the possibility of federal immigration enforcement arriving on one of our campuses. Below are the specific concerns(*) that we have raised with the administration this summer, followed by a summary of the responses that we received to them in an 8/19/25 meeting of several members of the AAUP-UD and Faculty Senate executive teams, UDPD Captain Mike Maier, Associate General Counsel Wendy Buckingham, and Vice Provost for Faculty Affairs Martha Buell:

*The protocols outlined in the current Faculty Toolkit for responding to the presence of immigration enforcement on campus are missing some important information. For example, the UD community has not been told 1) that external authorities must present judicial warrants, not administrative warrants if they seek to detain someone on an immigration charge in a private campus space; and 2) which campus spaces are, indeed, private vs. public. (For more specifics on these issues, see [here](#).) We also expressed concern that the language describing UD’s protocols is vague in its description of what external law enforcement response warrants a call to 911 vs. the non-emergency UDPD number.

Associate General Counsel Wendy Buckingham indicated that she would ask the General Counsel staff currently revising the [Federal Actions Updates](#) FAQ to address these issues.

*Because imposters imitating immigration enforcement officials have kidnapped people in other communities, we are concerned that the same might happen on one of our campuses.

Captain Maier responded that community members should immediately report any armed, unidentified individuals on campus to UDPD. Discussion with Captain Maier also included his assurance that UDPD is in compliance with [Delaware laws regarding police interaction with ICE](#) and is committed to protecting members of the UD community.

With respect to documentation requirements and policy updates, we believe [UD's ISSS Federal Actions FAQ](#) remains the campus source for up-to-date information on immigration enforcement. We also understand that the Faculty Toolkit is being revised. We have alerted Interim President Carlson that the availability of these resources may not be widely known.

“Know Your Rights” Event

AAUP-UD has invited the Delaware ACLU to conduct a “Know Your Rights” presentation for faculty on responses to immigration action and threats to academic freedom. Please save the date for **September 22 at 5pm in 115 Purnell**. Open to UD faculty only. There will be no remote option and no recording.

Salary letters

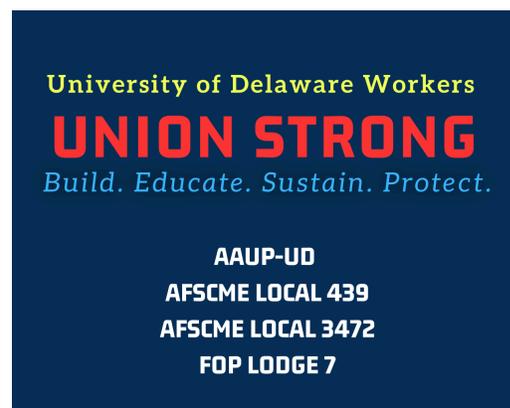
As of today, we have heard from Engineering, Education, Lerner, and CAS about missing salary letters. We hear that the colleges received their information very recently. We may have to include language in the new CBA regarding timely salary letters.

Health Insurance

The AAUP-UD continues to monitor the recent transitions related to our health insurance. We have been receiving fewer reports of issues from faculty, but we remain vigilant. Please continue to report issues directly to HR at hrhelp@udel.edu or their main phone number (302) 831-2171, and check their [FAQ](#) pages. Also, please let the AAUP-UD know of any unresolved or unanswered issues via our [Contact](#) form, labelling your communication “Healthcare.”

UD All-Union Labor Day Picnic, September 1, 12-4pm on the Green

The UD All-Union Labor Day Picnic on Monday, September 1, 12:00-4:00, on the Central Green by Wolf Hall. Hosted by AAUP-UD, the Fraternal Order of Police and two AFSCME locals representing UD's skilled maintenance workers, Aramark food service employees, custodians and groundskeepers, the picnic is open to all bargaining unit members and their families (dues-paying or not). There is still time to [RSVP HERE](#).



Join us in showing appreciation for our fellow employees and labor in American society and at UD.

Collective Bargaining

Looking ahead, the AAUP-UD will soon notify the Administration of its intent to open collective bargaining. Our contract expires after June 30, 2026, and our goal is to have a new contract in place by July 1, 2026. Based on our conversations with Interim President Carlson thus far, we are optimistic that negotiations will run more smoothly and transparently than they did during the last round.

We have selected the following members of our bargaining team:

- **Deni Galileo, Chief Negotiator:** A professor of biological sciences, Deni led the negotiations for the last contract and served on two bargaining teams prior to that. He is a former president of the AAUP-UD (for 6.5 years) and of the University Faculty Senate. Currently, he serves as Past President and Contract Maintenance Officer for the AAUP-UD.
- **Lance Geren:** A partner in the law firm [O'Donoghue and O'Donoghue](#), Lance has provided legal counsel to the AAUP-UD since April 2020. He also served as Co-Chief Negotiator for the bargaining team during the last round of negotiations.
- **Ken Barner:** Charles Black Evans Professor and former chair of Electrical Engineering, Ken is a prior member of the AAUP-UD Steering Committee and current at-large member of the AAUP-UD Executive Council. He has extensive administrative, Faculty Senate, and governance experience.
- **Anu Sivaraman:** A continuing-track associate professor of marketing, Anu is the Grievance Officer for the AAUP-UD. She is also Director of the Lerner Diversity Council and a recent graduate of UD's Presidential Academic Leadership Program.
- **Vickie Fedele:** A continuing-track associate professor of English and Women and Gender Studies in the Associate in Arts Program, Vickie is the Communications Officer for the AAUP-UD. She served on the previous bargaining team and is the Past President of the University Faculty Senate.

The AAUP-UD will use the same process for bargaining that was followed in the last round of contract negotiations. Faculty will be surveyed about their priorities for bargaining; the bargaining team will use survey results to draft proposals for amending the current contract; the AAUP-UD Steering Committee will review and approve all the proposals before they are presented to the administration and all responses to administration's proposals; once a draft contract has been agreed upon by the bargaining team and the administration, the Steering Committee must approve it and send it to members of AAUP-UD for a ratification vote. The AAUP-UD will keep the faculty updated as all major events in the bargaining process occur.

You must be a dues-paying member of the AAUP-UD to vote on the contract. If you disagree with any of the current provisions, this is your chance to weigh in. See [here](#) for information on how to become a member if you are not one already.

AAUP Communication Recommendations

Finally, please see the national AAUP's Communication request below. Emails that are sent to an employer-issued email address could be accessed by the employer or be subject to records requests from legislators or members of the public, putting our members' privacy at risk.

Sincerely,



Persephone Braham for the AAUP-UD Executive Council

[Contact us](#) | [JOIN NOW](#) | [AFT](#) and [AAUP](#) resources for Higher Education

Additional Resources

[Updates from the CGPS/ISSS website](#)

AAUP/AFT National

- [Academic Freedom Field Guide | AAUP](#)
- [Fact sheet on dealing with ICE on your campus](#) (AAUP General Counsel)
- [Fact sheet on rights and risks for workers who are in the United States on visas](#) (American Federation of Teachers)
- [Issue brief on immigration-related campus concerns](#) (American Council on Education)
- [Know Your Rights flyers](#) (AFL-CIO)
- [Family preparedness plan template](#) (Immigrant Legal Resource Center)
- Info about an [AAUP Lawsuit About Trump Policy of Arresting and Threatening to Deport Students and Faculty for Lawful Speech](#)
- Report on [Artificial Intelligence and Academic Professions | AAUP](#)

CNN

- [Rights of immigrants and bystanders during immigration raids](#)

FROM NATIONAL AAUP: How to update to a personal email for AAUP communications

If you receive national AAUP emails at an address ending in .edu or .gov, please [log into our member portal](#) and change your preferred email to a personal address. Correspondence to and from work emails can be accessed by the employer or via public records requests. Plus, some states limit the messages we can send to .edu or .gov emails, so you may be missing out on important AAUP information. Using a personal email address enhances digital security and helps avoid restrictions that may be associated with work email addresses. Detailed instructions are below.

How to update your email in the AAUP database:

1. Go to <https://members.aaup.org/s/login/>.
2. Login with your email (the email where you receive national AAUP communications) and password.
3. You can click the “Forgot your password?” link beneath the “Log in” button to reset it if necessary.
4. Once you’re logged in, scroll down to the second header “Communication Information.”
5. Click Change (in red on the right of the screen).
6. Add your personal email.
7. Select “Personal” under Preferred Email Type.
8. Add cell phone under “Mobile Phone” (if you choose)
9. Click the yellow save button at the bottom of the “Communications Information” section.
10. Please also add your discipline if you would like to by following the same process in the top section, called “Contact Information”.

You can leave your institutional email on your record so we can run a report to unsubscribe it from emails from our email system, which is separate. If you do get duplicate emails (to both your personal and institutional addresses), please email communications@aaup.org and we will get it fixed.