



Member Update–November 11, 2025

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To all members of the AAUP-UD Bargaining Unit,
Please see below for the latest information on collective bargaining, workload documents, possible workload violations, an upcoming survey about insurance/HR, and AAUP-UD Department Representative vacancies.

Bargaining Update

Recently, AAUP-UD members were asked to complete a survey of their bargaining priorities. We thank those members who participated, and the AAUP-UD's Steering Committee, which directs collective bargaining, will begin to analyze the survey results shortly. This analysis will help the Steering Committee and the Bargaining Team to develop proposals for the next contract. (The current contract ends after June 30, 2026.)

On November 12, collective bargaining will officially begin. The members of the AAUP-UD and administrative bargaining teams will meet that day to introduce themselves to one another and to describe their processes for developing and considering proposals. The AAUP-UD team hopes that several more bargaining sessions will occur this semester, with an emphasis on non-economic proposals. We also expect to receive proposals from the administration. In the first few months of next year, the AAUP-UD team, after consultation with the Steering Committee, will present its proposals involving faculty salary and benefits.

You do not have to be a member of the Bargaining Team or the Steering Committee to play a role at the bargaining table. If you are a dues-paying member, or if you become one, you add strength to our numbers and, by extension, to our influence during bargaining. In other words, if you are not a member, you will miss out on an opportunity to help us help you. Moreover, you will not be able to vote on the next contract's ratification, so you will be allowing others to make decisions for you. If you are not already an AAUP-UD member, please click here to [JOIN NOW](#).

Merit Criteria/Workload Documents

During our last round of contract negotiations, one of the AAUP-UD's priorities was to ensure that faculty members were being evaluated annually based on fair merit criteria. At that point in time, some units had no merit criteria at all, some had criteria that no longer reflected the tenure status or activities of their faculty, some had official criteria but were using unofficial criteria in shadow documents instead, and some were evaluating teaching merit based solely on student course evaluations, a highly subjective and incomplete metric. As a result, in the negotiations for the 2023-26 contract, the AAUP-UD successfully bargained for units to review and renew their merit criteria and place it in their workload documents for review by relevant

administrators and by the AAUP-UD Contract Maintenance Officer (CMO), Deni Galileo. We greatly appreciate the care and effort with which units have pursued this exercise in enhancing salary equity, and Deni is taking similar care in reviewing the criteria for clarity, fairness, and adherence to the CBA. If your workload document is returned to you for revisions, we encourage you to address them carefully and resubmit them promptly. If your document has been approved by the end of January 2026, the new criteria may be used in the spring 2026 annual appraisal process. However, if your document has not been approved by that time, your unit must continue to rely on the previous merit criteria for your annual appraisal. You may direct any questions about this matter to [Deni Galileo](#).

Possible Workload Violation Involving 4/4 Teaching Assignments

Teaching four 3-credit-hour classes per semester is considered to be a full workload under the [Collective Bargaining Agreement](#) (CBA). In other words, if you are assigned a 4/4 3-credit-hour teaching load, you may not be assigned to do service (e.g., serve on a committee) or research unless, by mutual agreement between you and your chair, you are assigned overload and compensated for it. If you are being asked to do activities that exceed your workload, you should contact our Grievance Officer [here](#) and indicate your belief that your rights under Article 11.8 of the CBA are being violated. Article 11.8 states that “[e]xcept by mutual agreement, teaching and advisement of each individual's workload will not average in excess of 12 credit-contact hours per week per semester for the academic year.”

The AAUP-UD is also exploring the possibility that anyone at the rank of assistant or associate professor who is assigned a 4/4 teaching load may not be able to meet minimum standards for promotion, which would be, in and of itself, a violation of Article 11.4 of the CBA. For more information on this subject, see [here](#).

Survey of Faculty Satisfaction with HR and Benefits

This fall, the University-Wide Benefits Advisory Committee (BAC) likely will convene. It was established by the administration in February 2025, after a recommendation from the AAUP-UD and other staff unions that the faculty and staff of UD deserved to have greater input into the selection of their benefit packages. The BAC will consist of representatives from the AAUP-UD, two AFSCME chapters, the Fraternal Order of Police, Human Resources, and non-unionized staff and will, in the words of former President Assanis, “provide meaningful input to administration based on stakeholder feedback, in addition to sharing ideas, reviewing recommendations before decisions are made, and serving a valuable communication role with UD leadership and peers.”

To ensure that the AAUP-UD representatives on the BAC have the pulse of the faculty on benefits and on the general operations of HR, we will be sharing a survey involving those items with you in the next several weeks.

AAUP-UD Department Representative Vacancies

If you are a member of the AAUP-UD and would like to play a more active role in the organization, we encourage you to consider filling any vacancies for Department Representatives in your unit. Vacancies exist in Animal & Food Sciences, Biological Sciences, Biomedical Engineering, Center for Health Assessment Research & Translation, Chemical &

Biomolecular Engineering, Communication Sciences and Disorders, Earth Sciences, Human Development and Family Studies, Materials Science, and Physical Therapy. Department Representatives (DRs) serve as liaisons between their unit colleagues and AAUP-UD leadership. They update their colleagues about AAUP-UD business at department meetings when appropriate and they let AAUP-UD leadership know about any issues or questions that their colleagues have. Department Representatives are also invited to attend and participate (although not vote) in meetings of the Steering Committee, which directs collective bargaining for the AAUP-UD. Please contact [Vickie Fedele](#), Communications Officer, if you would like to nominate or self-nominate a Department Representative for your unit. She will help you to set up a vote on any nominations within your unit.

Sincerely,



Persephone Braham for the AAUP-UD Executive Council
[Contact us](#) | [JOIN NOW](#) | [AFT](#) and [AAUP](#) resources for Higher Education

Resources

Updates from the CGPS/ISSS website

- [Visa Appointments Resume with Enhanced Vetting](#)
- [Reminders for Students on OPT](#)
- [Summer Travel Reminders](#)
- [Latest Federal Actions Updates and FAQs](#)

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](#)