

# aaup-ud

## Bargaining Update

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### [BECOME A MEMBER](#)

June 10, 2026

Dear Bargaining Unit Members,

After our eleventh bargaining session, the AAUP-UD and the administration have come to several tentative agreements, including ones involving the distribution of copies of the contract (the CBA), clarification of use of part-time and full-time temporary faculty, and clarification of several AAUP-UD officers' roles in the grievance process. Unfortunately, however, we remain far apart on a number of weighty issues. Consider the outcomes for the following issues if the administration's proposals were to prevail versus ours:

### SALARY & COMPENSATION

**Administration:** Faculty would receive 2% raises for the next three years and 2.5% raises for the 2 years after that.

**AAUP-UD:** Faculty would receive 6% raises per year for the next 3 years (per our initial proposal).

**Administration:** Faculty would receive slight increases in overload compensation, on the condition that we agree to a proposal allowing chairs to issue S-contracts at their discretion and not offer them to full-time faculty first.

**AAUP-UD:** Faculty would receive greater increases in overload compensation than the administration has proposed—and with no strings.

**Administration:** Deans would set minimum enrollments for faculty to receive full S-contracts for overload courses, and minimums could differ between colleges.

**AAUP-UD:** Overload courses would remain subject to the 6/10 rule per the [Faculty Handbook 3.1.6 and 3.1.7](#), which sets university-wide minimum enrollments of 6 for graduate courses and 10 for undergraduate ones.

**Administration:** Administrators would retain their administrative salary bumps if and when they return to full-time faculty.

**AAUP-UD:** Administrators would not be able to retain their administrative salary bumps if and when they return to full-time faculty; rather, they would receive salaries that would have increased as specified per the CBA during their time as administrators.

### **ADJUNCT FACULTY**

**Administration:** Administration would have complete discretion in determining when to hire adjunct faculty.

**AAUP-UD:** Administration could hire adjunct faculty only for specific reasons, such as to replace a full-time faculty member on leave or other assignment, to teach a subject outside the expertise of full-time faculty, to fill any instructional gaps during a short-term bulge in student demand, or to build or maintain a relationship with an organization relevant to student employment.

**Administration:** Chairs could assign S-contracts to anyone they deem “qualified” to teach them.

**AAUP-UD:** Chairs must offer S-contracts to full-time faculty first (current CBA policy), and all adjunct appointments must receive a positive vote by the faculty of the academic unit (current Faculty Handbook policy).

### **CT FACULTY**

**Administration:** CT faculty would receive promotional salary increases only at the time of promotion rather than at years 6 and 13, despite real obstacles to promotion\* faced by many CT faculty.

**AAUP-UD:** CT faculty would receive promotional salary increases either at years 6 and 13 (current CBA policy) or at the time of promotion, whichever comes first.

*\*For more details about obstacles for promotion for CT and other faculty, see the Faculty Senate’s 5/6/26 [Open Hearing on Promotion](#).*

**Administration:** CT faculty on five-year rolling contracts may be terminated with one year’s notice.

**AAUP-UD:** CT faculty on five-year rolling contracts could be terminated only at the end of their five-year contract.\*

*\*The administration’s ability to terminate faculty for causes such as incompetence, gross irresponsibility, or moral turpitude would be unaffected by either side’s proposals. (See [4.1.5 of the Faculty Handbook](#).)*

### **FACULTY RIGHTS AND PROTECTIONS**

**Administration:** Faculty rights to academic freedom would be narrowed in multiple ways.

**AAUP-UD:** Faculty rights to academic freedom would remain robust, i.e., as described in the academic freedom language negotiated with the administration just three years ago for the current contract (see [CBA](#), 2.2).\*

*\*For more information, see “On Academic Freedom: AAUP-UD’s Response to Interim Provost Farquhar” in our 5/20/26 email.*

**Administration:** Privacy rights would be narrowed. More specifically, no notification would be required before or after searches of faculty computers, offices, or electronic communications/data.

**AAUP-UD:** According to Article 2.3 of the current CBA, which was negotiated with the administration just three years ago, and which the AAUP-UD still endorses, prior notification of such searches would be required except when the University is prohibited from doing so, there is an urgent situation requiring immediate action, or violations of law or University policy would occur as a result. Even then, faculty would be contacted as soon as practicable after the urgent search action.

Perhaps we will be able to close the distance between ourselves and the administration before the current contract expires on June 30. However, if we reach an impasse with the administration after the next few June meetings, we likely will seek mediation by a third party, as allowed by Delaware labor law, and as was necessary during the last contract negotiations. Please be assured that if we do not have a new contract in place before the current one expires, the provisions of the current contract will remain in effect until we complete the bargaining process.

In sum, we face strong opposition to our efforts to secure substantial rights, robust compensation, and favorable working conditions for faculty. However, the AAUP-UD is 799 members strong, with over 66% of eligible faculty enrolled. If you have not yet joined the AAUP-UD, you can make these numbers even higher by enrolling [here](#). The greater our membership, the greater our strength at the bargaining table.

If you would like more details on the most impactful proposals made during the bargaining process thus far, please see the table below. In addition, if you have questions about bargaining or any other matter, please contact us at [admin@aaupud.org](mailto:admin@aaupud.org).

In solidarity,

The AAUP-UD Bargaining Team

Proposals by AAUP-UD	Date First	Status
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	<b>Delivered to Administration</b>	
<b>SALARY &amp; COMPENSATION</b>		
Salary increases totaling 18% over 3 years	4/1/26	Admin countered with 11% over 5 years on 5/27/26
Timing of CT faculty salary increase for “early” promotion (i.e., not having to wait until years 6 or 13 to receive promotional salary increase); 5-year rolling CT contracts defined	12/8/25	Admin countered 3/11/26; AAUP resubmitted 4/1/26; admin countered 4/15/26; AAUP resubmitted on 4/29/26; admin resubmitted on 5/27/26
Increases in overload (S-contract) compensation	12/8/25	Admin countered 4/1/26; AAUP countered 4/15/26; admin countered 5/27/26
Annual letter detailing all components of salary, including special adjustments and administrative supplements	12/8/25	Admin countered 1/9/26; AAUP will respond after merit pay mechanisms are finalized
Administrators who return to the faculty do not keep their administrative salary increase in perpetuity	12/8/25	Admin rejected 1/9/26; AAUP countered 2/19/26; admin rejected 3/11/26
<b>FACULTY RIGHTS &amp; PROTECTIONS</b>		
Distribution of CBA in electronic and printed formats within a certain time frame	12/8/25	Admin countered 1/9/26; AAUP countered 1/29/26; admin countered 2/19/26; tentative agreement 3/11/26
Enhanced privacy protections for faculty, esp. related to surveillance	1/9/26	Admin countered 5/13/26; AAUP countered 5/27/26 and is awaiting a response
Faculty's ability to opt out of AI usage and hold primary responsibility for policies related to AI in teaching, research, and service	2/19/26	Admin rejected 3/11/26; AAUP considering response
Clarification of language and the role of the Faculty Handbook in reductions in faculty positions	12/8/25	Admin partially accepted 1/9/26; AAUP considering response
<b>WORKLOAD</b>		
Clarification of credit-contact hour conversions, esp. those not listed in CBA or dept documents	12/8/25	Admin countered 2/19/26; AAUP-UD countered 3/11/26; admin countered 4/15/26; AAUP countered 4/29/26

Clarification of the use of adjunct, part-time, and full-time temp faculty	1/29/26	Admin countered 2/19/26; AAUP countered 3/11/26; admin countered 4/1/26; AAUP countered 4/15/26; tentative agreement 5/27/26
<b>BENEFITS</b>		
Application of phased retirement years to the post-sabbatical requirement	12/8/25	Admin rejected 1/9/26; AAUP countered 2/19; admin rejected 3/11/26
Maintenance of the employee fitness center at the current location and condition	5/13/26	Admin countered 5/27/26

<b>Proposals by UD Administration</b>	<b>Date First Delivered to AAUP-UD</b>	<b>Status</b>
<b>SALARY &amp; COMPENSATION</b>		
Pro-rating of overload compensation up or down based on below-minimum or above-cap enrollments	2/19/26	AAUP countered 3/11/26; admin countered 4/1/26; AAUP countered 4/15/26; admin countered 5/27/26
<b>FACULTY RIGHTS &amp; PROTECTIONS</b>		
Revision of academic freedom language (would significantly limit protections)	1/9/26	AAUP rejected 2/19/26; admin resubmitted on 5/13/26; AAUP rejected 5/27/26
Revision of privacy rights language (would limit protections only to those provided by University policy or Delaware law)	1/9/26	AAUP rejected 2/19/26; admin resubmitted 5/13/26; AAUP countered 5/27/26 and awaiting response
<b>WORKLOAD</b>		
Increased discretion of chairs in assigning workload (including in the winter session)	12/8/25	AAUP rejected 1/9/26
Increased discretion of chairs in assigning S-contracts (FT faculty would no longer get precedence)	12/8/25	AAUP rejected 1/9/26; admin countered 2/19; AAUP rejected 3/11; admin countered 5/27/26
<b>LETTER OF UNDERSTANDING</b>		

<p>To establish a committee of 9 (3 faculty selected by the Provost, up to 3 staff selected by the VP of HR, and 3 faculty selected by AAUP-UD) to examine the sustainability, equity, and impact of the merit pay system; and to examine “alternative merit pay frameworks.”</p>	<p>5/27/26</p>	<p>AAUP response pending</p>
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