

aaup-ud

Bargaining Update

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August 20, 2026

Dear Bargaining Unit Members,

We write to you with some good news: at the 8/13/26 bargaining session, the administration's bargaining team agreed to **accept in principle our proposal for CT faculty to receive incremental raises either after 6 and 13 years of service OR at the time of promotion**. The exact language has yet to be finalized. In addition, the administration's team indicated that, though they did not agree to put our definition of the 5-year rolling contract in the Collective Bargaining Agreement, they were withdrawing their definition of it and would support language close to ours via a Faculty Senate resolution introduced by Interim Provost Farquhar at the September Faculty Senate meeting. We have not seen this resolution, but we have been led to believe that it **will codify a five-year rolling contract as one that must be honored for the four years after any non-renewal**. If such a resolution is introduced, we believe it would pass in the Senate as supporting CT faculty job security.

We firmly believe that the overwhelming faculty support for our position on CT faculty job security and compensation led to the administration team's decision to withdraw their proposals and to support ours. To date, 639 faculty have signed our [petition](#) to President Carlson, and we will leave it open for signatures from those who have not yet had a chance to sign. That **more than half** the faculty have already signed it—and during the summer months—is a testament to the breadth and depth of faculty support across our campus. Further analysis of those who signed the petition tells a similar story:

- 301 CT faculty members (out of a total of 359)
- 338 tenure-track faculty, including faculty who have not yet achieved tenure
- Faculty from every college at UD
- Faculty from 60+ units

The picture these numbers paint is of a faculty united— across tracks, units, and colleges—in solidarity against the unfair treatment of their colleagues. This picture also reflects a faculty that will embrace activism and elevate their voices to protect faculty rights whenever they are threatened. We may indeed be calling upon faculty to show public support for further AAUP-UD positions during negotiations since additional faculty rights are on the line.

On Academic Freedom

The right to academic freedom remains on the line. The administration has indicated that they stand firm on their previous proposal to limit academic freedom. See [here](#) for our full rebuttal of Interim Provost Farquhar's rationale

for their proposal. As a reminder of our strongest concerns about the administration's proposal, we would like to note again that their team is proposing to eliminate faculty members' rights to criticize the institution except as a participant in "institutional governance." More specifically, the current CBA contains this language: "Academic freedom also encompasses the freedom to address any matter of institutional policy or action **whether or not as a member of any agency of institutional governance.**" The administration proposes the following language instead: "Academic freedom protects the right of a faculty member to speak freely **when participating in institutional governance.**" In other words, the administration's team's proposal would **effectively eliminate protections for faculty who criticize the institution or institutional policy** outside of the University Faculty Senate and other governance venues—the administration's team has provided us with no other definition of "institutional governance" that would lead us to believe otherwise.

The administration has also **rejected** our proposal to add the following to the section of the CBA on academic freedom: "In accordance with the principles of academic freedom, **the use of technological tools, including ones involving generative AI, shall be a matter left to the discretion of individual faculty**, and faculty shall have autonomy in choosing whether and how to incorporate such tools into their courses, research, and other scholarly activities." Considering that Interim Provost Farquhar, who is on the administration's steering committee, would be a party to rejecting this language and then say the following in his [latest bargaining update](#) seems contradictory: "Faculty have authority over their teaching, research, including whether and how to use A.I. or other educational technology. No one is suggesting otherwise." The administration is certainly suggesting otherwise as it continues to reject our proposed language to leave AI usage to the discretion of faculty.

Finally, we continue to contest [Interim Provost Farquhar's assertion](#) that for the administration, academic freedom is a "core value at the University of Delaware." An institution simply cannot be committed to academic freedom—or be in line with AAUP principles as Interim Provost Farquhar also continues to assert—as it seeks to remove from the CBA all guardrails for the use of contingent faculty. Tenure is the basis of academic freedom.

On Rights for Faculty Members Who Are Trans

For a second time, the administration's team has **rejected AAUP-UD efforts to extend rights to faculty members who are trans**. More specifically, we proposed language that would give faculty members the right to use pronouns of their choice and that would require the administration to establish a web form via which faculty could indicate their pronoun preferences with no questions asked. **Their rejection of this proposal undermines President Carlson's declaration that we "welcome with promise" at the University of Delaware.** It also undermines the administration's efforts to demonstrate its commitment to diversity and inclusion.

On Salary and Compensation

The administration's team continues to **move only marginally upward** in its proposed raises for faculty. Although they have reduced their proposed contract length from a 5-year contract to a 4-year contract, all the raises proposed by administration still favor the highest paid faculty because they all are structured as percentages of individual faculty salaries. The AAUP-UD, on the other hand, has proposed raises for a 3-year contract that are structured to benefit faculty across the salary spectrum, and these raises would be based on multiple mechanisms, including structural raises based both on percentage of individual salary (1st year) and percentage of rank mean salaries (2nd and 3rd year), along with merit raises based on a dollar amount tied to merit scores (2nd and 3rd year).

On New Faculty Orientation

The administration has again **rejected our proposal to guarantee the AAUP-UD a mere 15 minutes**—the length of a bathroom break—to speak to new faculty about the AAUP-UD and its activities.

In closing, we would like to extend our deepest gratitude to all the faculty who signed the recent petition—your support inspires us as we continue to negotiate for a strong contract on behalf of UD faculty. We will keep you apprised of any specific actions that you might take to assist us in these endeavors going forward.

In solidarity,

The AAUP-UD Bargaining Team

Proposals by AAUP-UD	Date First Delivered to Administration	Status
SALARY & COMPENSATION		
Salary increases totaling 18% over 3 years* <i>*For the sake of brevity, we are not including compounding in any of our percentages.</i>	4/1/26	Admin countered with 11% over 5 years on 5/27/26; AAUP-UD countered with 15% over 3 years 6/10/26; admin countered with 12.25% over 5 years 6/24/26; AAUP-UD countered with 14.25% over 3 years 8/12/26; admin counters with 10.75% over 4 years
Timing of CT faculty salary increase for “early” promotion (i.e., not having to wait until years 6 or 13 to receive incremental 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 4/29/26; admin resubmitted 5/27/26; AAUP-UD resubmitted 6/10/26; admin resubmitted 6/16/26; AAUP resubmitted 6/24/26; admin resubmitted 7/1/26; AAUP-UD rejected admin proposal and resubmitted prev. proposal 7/21/26; admin agreed to salary increase structure 8/12/26
Increases in overload (S-contract) compensation	1/9/26	Proposal tabled 1/29/26; AAUP presented revision 3/11/26; Admin countered 4/1/26; AAUP countered 4/15/26; admin countered 5/27/26; AAUP countered 6/24/26; admin countered 7/1/26; AAUP countered with prev. version 7/21/26; admin countered 8/12/26
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	12/8/25	Admin rejected 1/9/26; AAUP countered 2/19/26; admin rejected 3/11/26

increase in perpetuity		
FACULTY RIGHTS & PROTECTIONS		
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; admin countered 6/16/26; AAUP resubmitted 6/24/26; admin countered 7/21/26; AAUP countered 8/12/26
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 countered with just faculty's ability to control their AI usage 6/10/26; admin rejected 6/16/26; AAUP resubmitted 6/24/26; admin rejected 7/1/26; AAUP resubmitted prev. 7/21/26; admin rejected 8/12/26
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 is considering response
Right of faculty to use preferred pronouns and have access to a web page to change them	6/24/26	Admin rejected 7/1/26; AAUP submitted revision 7/21/26; admin rejected 8/12/26
Guarantee that AAUP-UD be given 15 minutes to provide an overview of the union at all live New Faculty Orientations	6/24/26	Admin rejected 7/1/26; AAUP is considering response
WORKLOAD		
Clarification of credit-contact hour conversions, esp. those not listed in CBA or dept documents	12/8/25	Admin countered 2/19/26; AAUP countered 3/11/26; admin countered 4/15/26; AAUP countered 4/29/26; subcommittee of reps from both sides meeting to facilitate mutual agreement
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
BENEFITS		
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; AAUP resubmitted 6/24/26; admin countered 7/21/26; AAUP accepted 8/12/26, so tentative agreement
Maintenance of the employee fitness center	5/13/26	Admin countered 5/27/26;

at the current location and condition		AAUP countered 6/24/26; Admin countered 6/24/26; AAUP countered 7/1/26; admin accepted 7/21/26, so tentative agreement
Faculty who retire under contract have the option to receive a Medicare supplement plan, not just a Medicare Advantage plan	4/29/26	Admin rejected 5/27/26; AAUP resubmitted 6/24/26; admin countered 7/1/26 saying retirees under this contract would get “access” to a supplemental plan–AAUP is confirming what this means.
All sabbatical-eligible faculty, including CT faculty, shall will be given equal consideration for sabbatical leave; sabbatical proposals for research/scholarly activity shall not be prioritized over proposals for service or pedagogy	6/24/26	Admin countered 6/24/26; AAUP-UD countered 7/1/26; admin countered 7/21/26; AAUP accepted 8/12/26, so tentative agreement.

Proposals by UD Administration	Date First Delivered to AAUP-UD	Status
SALARY & COMPENSATION		
Pro-rating of overload compensation up or down based on below-minimum or above-cap enrollments; mins and caps determined by deans annually	2/19/26	AAUP countered 3/11/26; admin countered 4/1/26; AAUP countered 4/15/26; admin countered 5/27/26; AAUP countered 6/24/26; admin countered 7/1/26; AAUP countered 7/21/26; admin countered 8/12/26
FACULTY RIGHTS & PROTECTIONS		
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; admin countered on 6/16; AAUP rejected 6/24/26; admin resubmitted 7/1/26; AAUP rejected 7/21/26; admin resubmitted their prev. 8/12/26
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; admin countered 6/16/26; AAUP countered 6/24/26; admin countered 7/21/26; AAUP countered 8/12/26
WORKLOAD		
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	12/8/25	AAUP rejected 1/9/26; admin

assigning S-contracts (FT faculty would no longer get precedence)		countered 2/19; AAUP rejected 3/11; admin countered 5/27/26; AAUP countered 6/24/26; admin countered 7/1/26 and AAUP is awaiting response
LETTER OF UNDERSTANDING		
To establish a committee of 9 (6 selected by Admin and 3 selected by AAUP) to examine effects of merit allocation and potential alternatives and make recommendations within a year to President and Provost. Then, President and Provost could unilaterally implement what they wanted outside of CBA.	5/27/26	AAUP rejected 6/10/26