Member Update, 10/13/26

aaup-ud

Member Update

October 13, 2026

Dear Bargaining Unit Members,

I am writing to you as the new president of the AAUP-UD. Recently, Persephone Braham resigned as president, and the Steering Committee (SC) elected me shortly afterwards to fill this vacancy per our by-laws. We thank Persephone for her many years of dedicated service, and I am honored to succeed her. Having been vice president of the AAUP-UD for three years, I am confident that I can succeed in this position until the next elections take place in the semester after a new contract is signed.

My election as president left the position of vice president of the AAUP-UD open, and on October 9, the SC voted unanimously for Sebastian (Sebi) Cioaba, Professor of Mathematics and long-term SC member, to replace me in this role. The SC also elected Thomas Kaminski, Professor of Kinesiology and Applied Physiology, as the at-large Executive Council member to replace Kenneth Barner, who recently resigned and to whom we extend our warmest thanks for his contributions to our organization. Finally, the SC elected Judy Celli–Senior Instructor of Languages, Literatures, and Cultures, current at-large Executive Council member, and former bargaining team member–to replace Kenneth Barner on our current bargaining team. Because of their years of experience as union leaders and their dedication to faculty rights, I am confident that Sebi, Tom, and Judy will serve the AAUP-UD well in their new capacities.

I am also happy to announce that significant progress in increasing faculty job security has been made in the University Faculty Senate: Senator/Chief Negotiator Deni Galileo's resolution

defining five-year rolling contracts for CT faculty (i.e., as ones that are renewed every year for 5 more years and honored for four more years after a non-renewal)* passed with a 63 to 0 vote. We thank Deni and all the members of our bargaining team for their hard work on this effort, which first began at the bargaining table. We also thank the Senate Executive Committee for concurring with the resolution and the seven other senators besides myself for co-sponsoring the resolution, including Francis Kwansa, Neal Zondlo, Mark McLeod, Nike Olabisi, Katalin Takacs-Haynes, Amy Griffin and Pascha Bueno-Hansen. We will consider the matter final upon the appearance of the resolution's definition of rolling contracts in the Faculty Handbook, which requires the approval of Interim Provost Farquhar. Considering the resolution's overwhelming support by senators, including President Carlson, we hope and believe that Interim Provost Farquhar's approval will be forthcoming shortly.

Finally, I would like to call your attention to several presentations/comments by administrators involving significant cultural and operational changes on the horizon. First, during the 9/30/26 Board of Trustees meeting, Vice Provost for Academic Programs and University Initiatives Kim Isett indicated that UD needs to sharpen its message about our value proposition and consider whether having 400+ academic programs allows us to do that (see 1:18:30-1:25:15). At the same meeting, Executive Vice President Ellen Herbst discussed many ways in which we must cut costs, generate revenue, and reallocate resources in order to withstand financial headwinds (see 2:26:30-3:02:10). EVP Herbst made similar comments at the 10/5 senate meeting while also discussing her thoughts about optimizing our academic portfolio (see 1:24:00-2:13:10). Finally, on 10/12, President Carlson, EVP Herbst, and Interim Provost Farquhar sent an email to faculty indicating that "our core operating expenses have grown faster than our core revenues, and reliance on other revenue sources and reserves is not a long-term solution; our current trajectory is not sustainable. We must make thoughtful adjustments to how we operate and invest for the future." We do not yet have a clear picture of what "adjustments" may be coming, but the AAUP-UD will be monitoring developments closely, and we encourage you to do the same.

Please feel free to reach out if you have any comments, questions, or concerns. **And, if you have not yet joined the AAUP-UD, we encourage you to do so by clicking here and following the instructions. The more members we have, the greater our strength at the bargaining table and beyond.**

In Solidarity,

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This definition means that if after a regularly scheduled peer review, the decision is made **not to renew a CT faculty member's five-year rolling contract, the faculty member will be provided with the opportunity to serve*

out the remaining four years of their current contract. Please note that this provision does not affect ***terminations*** *of CT faculty, which, as in the case of tenure-track/tenured faculty, may occur for reasons including financial precarity or for cause (incompetence, gross irresponsibility, or moral turpitude). See Faculty Handbook 4.1.6 and 4.1.15 for more information.*