

AAUP

Voice

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"Academic freedom for a free society"

Read About

**Bargaining Team Elected
by Steering Committee**
p. 1

The Bargaining Team
p. 2

**Chapter Bylaws and
Contract Negotiations**
p. 2

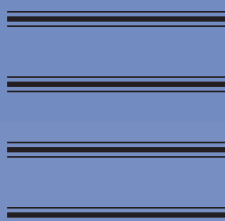
**AAUP: Member-Based
Unionism**
p.4

Bargaining Team Elected by Steering Committee

The AAUP Steering Committee voted unanimously at its November 28 meeting to appoint the Bargaining Team that will negotiate the collective bargaining agreement with the University in spring semester 2008. More than 20 Steering Committee members representing all of the University of Delaware Colleges supported the recommendation of the Executive Committee that Gerry Turkel serve as Chief Negotiator and that Leon Campbell, Kevin Kerrane, Sheldon Pollack, and David Smith serve on the team.

Electing the Bargaining Team was the first action of the Steering Committee that initiates the bargaining process. Over January, the Bargaining Team will analyze and discuss the results of the Faculty Collective Bargaining Survey that was completed in the fall 2007 semester. Using the results of the survey, members' comments, an analysis of the current contract, and conditions at comparator institutions and nationally, the Bargaining Team will prepare a preliminary contract proposal. This preliminary proposal will be discussed with the Steering Committee in early February. The Steering Committee will finalize a contract proposal that the Bargaining Team will present to the administrator's representing the University. The Bargaining Team will report regularly to the Steering Committee about the state of negotiations.

Beginning in February, the Bargaining Team will be responsible for the *AAUP VOICE*. The newsletter will serve as the main vehicle through which members of the bargaining unit are informed about the contract proposal, the state of negotiations, and all other matters related to negotiating a new contract. In addition to meetings of the Steering Committee, the Bargaining Team will schedule meetings for the faculty as negotiations proceed. When the Steering Committee votes to support an agreement with the University, the role of AAUP members is vital. The final decision on a new contract agreement depends on a ratification vote by AAUP members. For this reason, it is crucial for faculty members to join the AAUP if they are not currently members and to keep informed about the matters that deeply affect them in this contract negotiation.



The Bargaining Team

The following members of the bargaining unit were elected to serve on the Bargaining Team:

Gerry Turkel

Gerry is Professor of Sociology and Legal Studies. He has served on five of the past bargaining teams, as president of the chapter and is currently editor of the *AAUP VOICE*. He is active in the National AAUP and is currently a member of the Collective Bargaining Congress and Chair of the AAUP Government Relations Committee.

Leon Campbell

Leon Campbell served as Provost of the University of Delaware. He is H.M. Morris Research Professor in Biological Sciences. Leon serves as Contract Maintenance Officer for the AAUP. He has served on four bargaining teams.

Kevin Kerrane

Kevin Kerrane serves on the AAUP Executive Council as Secretary. He served on the bargaining team in 2005. Kevin is a Professor of English. He specializes in Journalism and Irish Studies. He has been particularly active in such university programs as MALs, Honors, and Study Abroad.

Sheldon D. Pollack

Sheldon D. Pollack is Professor of Law in the Department of Accounting & MIS in the Lerner College of Business and Economics. He has been Director of the Legal Studies Program since 2003. Sheldon serves as Treasurer of the chapter and served on the bargaining team in 2005. He was a member of the National AAUP Audit Committee from 2004 to 2007.

David W. Smith

David W. Smith, Associate Professor of Biology, joined the University of Delaware in 1975. David is currently AAUP Grievance Officer, a position he also held from 1983 to 1989. David served as President of the University Faculty Senate in 1983-1984. He has served on numerous committees, including Chair of the Appellate Court of the Student Judicial System from 1981-1988.

Chapter Bylaws and Contract Negotiations

As we begin the process of negotiating a new contract that determines the salaries, benefits and working conditions of members of the bargaining unit, it is important for faculty members to have a clear knowledge of how the process is governed. The procedures and responsibilities that govern the collective bargaining process are specified in the chapter's bylaws (<http://www.udel.edu/aaup/resources/bylaws>). These procedures provide for the powers exercised by the officers of the AAUP who have been elected by the AAUP membership and the ultimate power of Bargaining Unit members to decide whether to approve or disapprove of the contract negotiated by the AAUP.

Continued on page 3

AAUP Voice

Gerry Turkel, Editor

The *AAUP Voice* is the official newsletter of the University of Delaware Chapter of the American Association of University Professors.

The *Voice* is published monthly, September through June of each academic year.

The Executive Council acts as editorial board. During contract negotiations or when otherwise warranted, Bargaining Team members also participate on the board.

AAUP Executive Council:

*Linda Bucher, President
Danilo Yanich, Vice President
Kevin Kerrane, Secretary
Sheldon D. Pollack, Treasurer
Steven Dentel, At-Large
Patricia Barber, At-Large
Gerry Turkel, Past President*

Leon Campbell
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Hours: M-TH (9 a.m.-2 p.m.)

The bylaws give the Steering Committee the major responsibility for appointing the Bargaining Team, approving the AAUP's contract proposal, overseeing negotiations and approving a tentative agreement brought to it by the Bargaining Team. Both the Bargaining Team and the Steering Committee are required to keep the membership informed of AAUP contract proposals and the status of ongoing negotiations. Ultimately, it is up to the AAUP members of the Bargaining Unit to vote to either approve or disapprove of the contract agreement between the AAUP and the University negotiated by the Bargaining Team and approved the Steering Committee. In what follows, key procedures and responsibilities are excerpted from provisions in the Chapter Bylaws:

The Steering Committee (Article IV)

The 28 members of the Steering Committee shall consist of the 7 voting members of the AAUP Executive Council; the President of the University Faculty Senate; 10 members chosen from the College of Arts and Sciences; 2 members from the College of Human Services, Education and Public Policy; 2 members from the Colleges of Engineering and Marine Studies combined; 2 members from the College of Business and Economics; 2 members from the College of Agriculture and Natural Resources.

The Steering Committee shall exercise all the powers over the contract negotiating process and supervision of the bargaining team.

The Steering Committee must approve at a meeting by formal vote the terms of any agreement negotiated by the Bargaining Team before the agreement is initialed by the Bargaining Team and presented to the members of the Bargaining Unit for final approval.

The Bargaining Team (Article V)

The regular members of the Bargaining Team shall consist of the Chief Negotiator of the UD-AAUP and at least three other persons selected by the Steering Committee.

All members of the Bargaining Team, including the Chief Negotiator, shall serve at the pleasure of the steering Committee and may be removed by a vote of two-thirds (2/3) of the members of the Steering Committee.

The Bargaining Team has the sole and exclusive power to negotiate a tentative agreement with the representatives of the Administration.

The Team may determine its own operating procedures in consultation with the Steering Committee.

The Team must report to the Steering Committee fully and regularly on the progress of negotiations and must act consistent with the instructions from the Steering Committee.

The Bargaining Unit Membership (Article II)

The bargaining Unit shall approve the agreement negotiated by the UD-AAUP with the representatives of the Administration by a majority vote by secret ballot after written distribution of the full terms of the agreement or a meeting to discuss the terms open to all unit members.

Written distribution of the full terms of the negotiated agreement, or a meeting to discuss it shall occur within three weeks of the adoption of an agreement negotiated by representatives of the Administration and the UD-AAUP. A secret ballot for the vote by the Bargaining Unit shall occur within 14 days after the distribution or meeting.

Special meeting of the Bargaining Unit may be called by the UD-AAUP President, a majority of the Steering Committee, or by written petition of one-fifth of the membership of the AAUP. Such meetings may be called to discuss the terms of the existing agreement, or the progress of negotiations for a new agreement, to institute amendments to these Bylaws, or for any other purpose relevant to collective bargaining.

AAUP: Member-Based Unionism

As we enter into collective bargaining, it is important to reaffirm the character of AAUP unionism. As presented in the following statement, *AAUP Unionism* from National AAUP, the organization and approach of the AAUP aims at maximizing faculty involvement and responsibility throughout the bargaining process. From its national organization through our chapter, this requires an active and engaged membership that starts with joining the AAUP and participating in it, especially during this critical time of our contract negotiation.

The AAUP is well suited to provide support in organizing and operating academic unions because our base is exclusively in higher education. Having framed and promulgated the classic statement on academic freedom in the United States, the AAUP has remained the primary defender of this foundational principle ever since. The AAUP's knowledge, experience, and influence come from our focus on colleges and universities. Since 1915, we have investigated violations of faculty rights and formulated policy based upon these investigations. Because of the Association's insistence on individual responsibilities within academic communities, our chapters have developed expertise on professional principles and a model of member-based, democratic organizing whose emphasis and participation grows out of the academy's bedrock commitment to collegial decision making. AAUP collective bargaining chapters believe, accordingly, that unions best serve their members by promoting local initiative and cultivating rank-and-file activism.

Over the next several months, realizing this approach to collective bargaining will depend both on those in leadership positions and the chapter's membership. If we build relationships and engage in the bargaining process based on this vision and the principles of the AAUP, we will enhance the economic status and working conditions of the faculty as we build and deepen collegial relations at the University of Delaware.

A summary of the results of the Pre-Bargaining AAUP Faculty Survey is posted on the chapter's web site (<http://www.udel.edu/aaup/>) About 45% of the bargaining unit members responded to the survey. Take a look at the results!

AAUP

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