

AAUP

Voice

April 2008

"Academic freedom for a free society"

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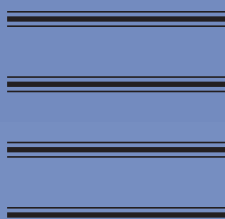
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Bylaws Change: Members Only Voting on Contract

AAUP members overwhelming voted in favor of limiting the right to vote on collective bargaining agreements to AAUP members only. The vote in favor of the change in the chapter's bylaws to limit the ratification vote to AAUP members was 206 to 15. Prior to this bylaws change, all members of the bargaining unit, both dues paying AAUP members and nonmembers, had the right to vote to accept or reject a new collective bargaining agreement negotiated by the AAUP bargaining team and approved by the Steering Committee.

This change enhances the power of AAUP members in the collective bargaining process. It ends the longstanding inequity of nonmembers who do not pay dues and who do not vote for AAUP officers having the same voting rights on proposed collective bargaining agreements as members who pay dues and have the right to hold AAUP offices and vote in AAUP elections. The change also provides an incentive to full-time faculty members to join the AAUP and to participate in deciding on major issues affecting their salaries, benefits and working conditions.

When the time comes in the current contract negotiations for a ratification vote, ballots will be mailed out to AAUP members only. The AAUP leadership encourages all eligible faculty who are not AAUP members to join the AAUP by filling out a dues deduction card provided to them with this issue of the AAUP VOICE. We welcome all eligible faculty members to participate in the contract negotiation process and the ratification vote.

Report on Contract Negotiations

Based on proposals prepared by the AAUP Bargaining Team and modified by the AAUP Steering Committee, the Steering Committee voted unanimously on February 12 to support a number of contract proposals dealing with faculty rights, working conditions and benefits. A summary of the proposals prepared by the Bargaining Team is available online in the January 2008 issue of the AAUP VOICE. Since the national AAUP study on salaries was not available in early February, the Bargaining Team did not prepare a salary proposal for the Steering Committee to consider at the February 12 meeting. When the national AAUP data became available, the Bargaining Team prepared a salary proposal and brought it to a Steering Committee meeting on March 3. The Steering Committee voted unanimously to support the salary proposal prepared by the Bargaining Team.

The AAUP Bargaining Team has had nine meetings with the University Bargaining Team. The first meeting was held on February 14 and the last meeting was held on April 11. Three meetings are scheduled for the end of April and the beginning of May.

A number of noneconomic issues have been successfully resolved at the bargaining table and have been reported to the Steering Committee. Among these issues are requirements that the Administration report on the scheduling of peer reviews for tenure-track faculty, that the requirement for faculty voting on the appointment and reappointment of chairs and directors be more rigorously specified and enforced, and that salary equity studies be scheduled at the beginning of each new contract year. There was a great deal of data sharing and discussion of other issues including the non-tenure track faculty policy, the use of part-time faculty, and analysis of benefits packages between the University of Delaware and comparable institutions.

With regard to benefits, there was agreement to remove the \$2,000,000 cap on major medical from the next contract in conformity with State of Delaware policy. Also, there was agreement to strengthen the language providing administered loads for primary caregivers for childbirth and adoption. Other benefit issues are still on the bargaining table.

Salary Proposal

A salary proposal unanimously supported by the Steering Committee was presented to the University Bargaining Team on March 5. This proposal is based on a comparison of salaries with comparator institutions in our region and seeks to achieve parity with key comparators, including Rutgers University and the University of Maryland, College Park. The AAUP salary proposal is carefully formulated to bring the economic status of UD faculty in line with other institutions and to keep the purchasing power of salaries strong in the face of significant inflationary pressures.

The University will be responding to the AAUP's salary and remaining benefits proposals at the end of April and in early May. The University of Delaware, despite erosion of state support for the coming academic year, has the resources to improve faculty salaries in relation to significant gains that have been made by several of our key comparators. The economic status of the University of Delaware faculty should be a very high priority for the current University leadership. We cannot allow faculty salaries to fall behind our comparator institutions.

Important Meeting Announcements

The AAUP Executive Council has scheduled a meeting of the Steering Committee for Wednesday, May 7 at 3PM in Room 102 Gore Hall. At that meeting, the Bargaining Team will report fully on the state of contract negotiations. Hopefully, the Bargaining Team will have a tentative contract for the approval of the Steering Committee at this meeting.

A General AAUP Membership meeting is scheduled for Monday, May 12 at noon in Room 209-211 Trabant. Refreshments (drinks and dessert) will be provided. At this meeting, the Bargaining Team will review the state of contract negotiations and answer all questions that AAUP members may have. Hopefully, the Steering Committee will be presenting a contract proposal for ratification vote by the AAUP

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
Contract Officer
831-6767

David Smith
Grievance Officer
831-2275

Rita Girardi
AAUP Office Manager
301 McDowell
Phone: 831-2292
Fax: 831-4119
Website:

<http://www.udel.edu/aaup/>

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

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membership shortly after the meeting. Should a contract not be ready for ratification, this meeting will allow for discussion of how best to proceed.

UD/AAUP Treasurer's Report

The Treasurer's Report submitted by Sheldon Pollack for the year ending December 31, 2007 is available on our chapter's web site. (www.udel.edu/aaup/resources/financial/2007.htm). Over the course of the year, the chapter's balance increased from \$372,115 to \$398,219. Dues income accounted for \$67,490 and interest income accounted for \$16,974. Total disbursements came to \$58,575.

Our chapter is in a strong financial position. This enables us to keep local dues very low for our members. There has not been a dues increase in fifteen years. We have the resources to meet any contingency, including a prolonged contract negotiation that would require legal support, or expensive grievance arbitration. Our strong financial position is the result of careful use of resources, reliance on the volunteer work of AAUP activists, and prudent investment strategies.

UD/AAUP Student Award Winners

In recognition of the excellent undergraduate students we as faculty are privileged to teach at the University of Delaware, our AAUP Chapter provides awards to students nominated by the faculty and selected by the AAUP Student Awards Committee chaired by Joan Couch. We are proud to announce that there are three students who were selected this year who will be recognized for their achievements on Honors Day. Each student will receive \$2,000 to be used for their graduate school expenses.

AAUP Award Winners for 2008

Patrick J. Knerr, Biochemistry, minors in Philosophy and Biological Sciences

Patrick J. Knerr of Emmaus, PA is the winner of a \$2,000 AAUP Student Award for graduate study. Patrick has a 4.0 cumulative GPA and will graduate with an Honors Degree with Distinction. He would like to be a professor of Chemistry at a leading research institution. He plans to study organic synthesis and bioorganic chemistry and has been accepted to Harvard, Princeton, and Scripps Research Institute. Patrick has participated extensively in research through the Department of Chemistry and Biochemistry during the past three years. As an undergraduate student, he has presented a poster or lecture at more national conferences than most undergraduate students attend. Meetings he has attended include the American Peptide Symposium, the Intercollegiate Student Chemists' Convention and the Experimental Biology Meetings. One faculty member wrote, "In my opinion, Patrick Knerr is the best (scholastically and research aptitude) undergraduate that will have graduated from UD since I have been a member of its faculty." Patrick has won numerous awards and scholarships during the past four years. He has been active on campus and in the community through his participation in band, student organizations and recreational sports.

Rosie M. Seagraves, double major in English and Spanish

Rosie M. Seagraves of Milford, DE is the winner of a \$2,000 AAUP Student Award for graduate study. Rosie has a 4.0 cumulative GPA. She will graduate with an Honors Degree with Distinction and her senior thesis is entitled, "Gendered Elements of the Spanish Honor Code in Golden Age Drama." She would like to teach English, Spanish, and Luso-Brazilian literature. She plans to study Spanish and Portuguese Literature and has been accepted to Vanderbilt University and New York University, and is a finalist at Columbia University. Since her sophomore year, Rosie has participated in research through the English Studies Faculty Program and as an Arts & Humanities Research Scholar. She

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accepted an invitation to be a co-presenter with her advisor at the “Staging of the Spanish Classics” conference in Chicago and has submitted a paper for publication on this topic. Additionally she has presented twice at the University of Delaware’s Geis Student Research on Women Conference. Rosie has earned high praises as one faculty member wrote, “In my four decades as a professor, I have encountered few undergraduates who possess the intelligence, skills, motivation, and commitment that Rosie has exhibited in accomplishing her educational goals as an undergraduate.” Rosie has received numerous awards and scholarships during her collegiate years. She has served the honors program by participating as a Freshman, Russell, and Writing Fellow. Her campus and community activities involve opera and theater, student organizations, and community tutoring.

Joshua A. Selekman, Chemical Engineering

Joshua A. Selekman of Wilmington, DE is the winner of a \$2,000 AAUP Student Award for graduate study. Joshua has a 3.85 cumulative GPA and will graduate with an Honors Degree with Distinction. His senior thesis topic is non-viral gene delivery vectors for packaging and transporting DNA. He would like to become a professor of chemical engineering in which he would like to research problems such a cancer or other disease therapeutics. Joshua plans to pursue a PhD in chemical engineering and has been accepted at all five institutions in which he applied including Princeton, California-Berkley, Wisconsin-Madison, and the University of Pennsylvania. He has been involved in research through the Department of Chemical Engineering during the past three years as an Undergraduate Science and Engineering Research Scholar and through a Howard Hughes Institute Research Award. Joshua presented posters at the Howard Hughes Medical Institute Summer Research Conferences in 2006 and 2007 and will be a presenter at the Undergraduate Research Symposium in May. “How a young man can be so focused and driven and yet be so genial, while at the same time making it all look so effortless, is truly amazing to me,” writes one faculty member. Joshua has received numerous awards and scholarships throughout his four years at the University. He is active in the University community in the Summer College Program, as a member and/or officer of several clubs and societies, and as an Engineering student speaker and panelist for perspective students.

AAUP

**UNIVERSITY OF
DELAWARE**



**Rm. 301 McDowell
Newark DE 19716
Voice 831-2292
Fax 831-4119
aaup-mail@UDel.Edu**

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