

September 2008

"Academic freedom for a free society"

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Electing New AAUP Officers

The bylaws of the University of Delaware chapter of the AAUP stipulate that an election of officers be scheduled within 90 days of the first day of the academic semester after a new collective bargaining agreement goes into effect. Since a new contract was ratified by the AAUP membership and went into effect on July 1, 2008, our chapter will be having elections during this semester.

The offices of president, vice president, secretary, and treasurer are up for election. In keeping with the bylaws, the current Executive Council will circulate a slate of nominees by October 20. Other candidates for any of the positions may be self-nominated or nominated by an AAUP member in good standing. Such nominations must be supported by a petition of support signed by ten AAUP members in good standing by October 27. The election will take place during the week of November 17 and will be conducted electronically.

Electing AAUP officers is an important decision for the future of the AAUP, for the representation of faculty interests and values, and for governance at the University. The officers appoint two At-Large members of the Executive Council, the Chair of the Grievance Committee, the Contract Maintenance Officer, and the AAUP VOICE Editor. The Executive Council, in turn, is responsible for administering the collective bargaining agreement, including the grievance process. By nominating the members of the bargaining team, the Executive Council also shapes the direction for future contracts.

We encourage all AAUP members to participate in electing new officers. Those faculty members who are not members are encouraged to join by sending the dues deduction card accompanying this newsletter to the AAUP office. The more faculty who participate in the AAUP, the better can the AAUP represent the faculty and build bargaining power.

Implementing the New Contract

Salary Equity

The new collective bargaining agreement requires that a salary equity study be conducted during the first year of this contract and in the first year of each succeeding contract. The purpose of this provision is to

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generate information on a periodic basis so that over salaries are more equitable across the entire faculty over time. The AAUP and the University agreed that a committee review the formula used in the past for the current salary study. The formula includes a range of variables, including gender, years in rank, and years at the University. (To get a history of the salary equity study and its methodology, see the February 2007 issue of the AAUP VOICE available at <http://www.udel.edu/aaup/newsletters>).

AAUP members of the committee included David Smith, Chair of the AAUP Grievance Committee, Leon Campbell, AAUP Contract Maintenance Officer, and Sherry Kitto, a member of the AAUP Steering Committee. Mike Middaugh, Assistant Vice President for Institutional Research and Planning, and his assistant, Heather Kelly, reviewed the procedures for determining salary equity. Saul Hoffman, Chair of the Economics Department and a member of the University's bargaining team in the last round of the contract negotiations, participated on the committee.

The committee agreed to use the current methodologies to determine salary equity for the 2008 study. Two lists will be generated, one with a 6 percent cutoff and one with an 8 percent cutoff. These lists will be sent to Associate Provost Maxine Colm and AAUP Contract Maintenance Officer Leon Campbell for review. The AAUP Executive Council will make a recommendation on which list to use before any information is sent to deans and chairs for their recommendations on salary adjustments. All recommendations will require the approval of Provost Dan Rich. The number of faculty members and the amount of their equity adjustments will depend on the funding made available by the University for equity adjustments.

Merit Pay Committee

A major source of complaints and grievances by faculty members has long been the relationships among annual evaluations and the allocation of merit pay. Since the proportion of merit pay relative to across the board increased in the current contract compared to earlier contracts, the AAUP and the University agreed to look at salary allocation issues systematically.

Specifically, the AAUP and the University agreed to establish a committee to consider alternative approaches for the allocation of salary increases. The committee will be meeting through this academic year to consider such alternatives as across the board salary increases, merit pay increases, and other alternatives. In reviewing these alternatives, the committee will explore their rationales and consequences. AAUP members of the committee include Sheldon Pollack, AAUP Treasurer and member of the Collective Bargaining Team, David Smith, Chair of the AAUP Grievance Committee and member of the Collective Bargaining Team, and Gerry Turkel, Immediate Past President and Chief Negotiator for the Collective

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

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Bargaining Team. Associate Provost Maxine Colm, Dean Tom Apple, and Dean Bobby Gemepsaw will represent the Administration on the committee.

A key goal of the committee is to provide guidelines for department chairs, program directors and school directors for reporting the correspondence between annual evaluations and merit pay distributions that are public, clear, and fully conform to merit allocation procedures.

National AAUP: Taking Care of Business

Founded in 1915 by John Dewy and Arthur Lovejoy to protect academic freedom from boards of trustees and economic and political interests, the AAUP's policies and activities in support of the autonomy of faculty and institutions of higher education have been at the foundation of free inquiry and teaching. AAUP policies on such core issues as tenure, professional ethics, shared governance, faculty workload, gender equity, and the rights of students have been woven into the fabric of universities and colleges throughout the country.

Over the years, national AAUP has faced challenges with regard to staff leadership, finances, and organization. Faculty members across the country have a stake in a reinvigorated AAUP that is ready to meet the challenges of contemporary higher education. This is especially true of AAUP members at the University of Delaware who are dues paying members of national AAUP.

A number of recent developments are indicative of the renewal taking place in national AAUP that will increase its capacities to represent academic values and interests. After lagging for years, AAUP membership has increased by about 3,000 members through new outreach efforts by AAUP officers and staff. AAUP finances, which have been shaky over the past few years, are on the mend. Three developments in particular point to the capacities of the AAUP to meet the new challenges that face our profession. These developments will be more fully discussed in future issue of the VOICE.

Gary Rhoades: Next General Secretary

Gary Rhoades, Director of the Center for the Study of Higher Education at the University of Arizona, will take on the duties of General Secretary in January 2009. Rhoades is has specialized in faculty-administration relations, faculty unions, and the economic status of the profession. He plans on focusing on building the AAUP's financial resources, building it membership, and the changing structure of the academic profession. Cary Nelson, AAUP President said, "Rhoades has a long and deep history of addressing cutting-edge issues in higher education." Rhoades has emphasized the need for the AAUP to forcefully address issues that face younger faculty and their families, protecting colleagues without tenure, and responding more rapidly to violations of faculty rights and academic freedom.

Restructuring the AAUP

The organizational structure of the AAUP has not kept pace with the realities of its constituents or the role of the AAUP in academic life. The AAUP has developed from an association of individual scholars to include chapters and state conferences that are both unionized and non-unionized. As a result of several years of study and discussion within the AAUP leadership, AAUP members at the national meeting in June 2008 approved a restructuring plan that will enable the AAUP to have a much better fit between its organization and its activities.

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Under one umbrella, the AAUP will include a unionized organization, a professional association, and a foundation. This new organization will enable the AAUP to engage in a wider range of activities and to appeal to wider constituencies both within academia and society more broadly.

Working with the American Federation of Teachers

Over the past several years, the leadership of the Collective Bargaining Congress of the AAUP of which our chapter is a member has been engaged in negotiations with the American Federation of Teachers (AFT) to come up with directions for organizing faculty in higher education. Building on successful joint efforts at the University of Alaska and the University of Vermont, the AAUP and the AFT have sought to stress cooperation over competition. They have recently reached a tentative agreement that delineates how they will work together cooperatively to secure the rights of faculty.

Join the AAUP!

If you are not a member of the AAUP, this newsletter includes a dues deduction card that enables to join the majority of faculty at the University of Delaware who are members. You must be an AAUP member to vote in AAUP elections, to vote on future contracts, and to participate fully in the governance of the University of Delaware. The AAUP has been representing the faculty since 1972. Our greatest strength is our membership!

AAUP



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