

# AAUP

# Voice

October 2008

*"Academic freedom for a free society"*

## Read About

**Election of  
AAUP Officers**  
p. 1

**The Executive  
Council Slate**  
p. 1

**The UD Dental Plan**  
p. 2

**Merit Pay  
Committee Workshops**  
p.3

**Faculty Political Speech  
Protected In Illinois**  
p. 3

=====

=====

=====

## Election of AAUP Officers

Following our chapter's bylaws, the Executive Council has selected a slate of candidates for the offices of president, vice president, treasurer and secretary. The Executive Committee believes that these candidates are amply qualified to lead the AAUP in the years ahead.

AAUP members may nominate either themselves or other AAUP members for any of the offices. Each nomination must be supported by a petition signed by ten AAUP members. The petitions are due in the AAUP office by Monday, October 27. The election will take place during the week of November 17 and will be conducted electronically. Only AAUP members can vote in the election of officers. If you are not an AAUP member, complete the dues deduction card and send it to the AAUP office so that you can participate in representing your views and interests.

## *The Executive Council Slate*

### President: Joan DelFattore

Joan DelFattore joined the University of Delaware faculty in 1979. She is Professor in the English Department with a joint appointment in Legal Studies. Joan directs the Master of Liberal Studies (MALS) program. Her teaching includes multidisciplinary courses for the MALS program as well as courses in American literature and culture and in her research areas of free speech, freedom of religion, and academic freedom.

Joan has long been committed to intellectual freedom. She has published extensively in this area and has won awards from the American Library Association, the American Educational Research Association, and the Gustavus Myers Center, among others. Joan has served as chair of the Commission on the Status of Women and has extensive administrative experience. She currently serves on the AAUP Steering Committee and was active in providing data and advice during last year's contract negotiations.

### Vice President: Danilo Yanich

Danilo Yanich is Associate Professor and Director of the Graduate

Program in Urban Affairs and Public Policy. He also directs the Local Television News Media Project at the University of Delaware. His most recent research focuses on the policy implications of relationships between media consolidation and news content. Danilo has been an active member of the AAUP, having served as a member of the Steering Committee, and a member-at-large of the Executive Council. Danilo has served one term as Vice President.

### **Treasurer: Sheldon D. Pollack**

Sheldon D. Pollack is Professor in the Department of Accounting and MIS in the Lerner College of Business and Economics. He has been on the University of Delaware faculty since 1994. Sheldon has been serving as the Director of the Legal Studies Program since 2003. Sheldon has served on the UD-AAUP Executive Council for the past six years. He has served as Treasurer and as a member of the Grievance Committee. He served on the UD-AAUP collective bargaining team in 2005 and 2008. Sheldon served on the Audit Committee of the National AAUP from 2004 to 2007.

### **Secretary: Patricia Barber**

Patricia Barber is Associate Professor in the Food and Resource Economics Department, College of Agriculture and Natural Resources. Pat served initially as an administrator in the college but more recently as teaching faculty in Agriculture Education program. She has been in leadership roles on numerous committees and governing boards both within and outside of the university community. Pat has served on the AAUP Steering Committee as an At-Large member of the Executive Council.

### **The UD Dental Plan**

During last year's contract negotiations, the AAUP and the Administration compared the University of Delaware dental plan with the dental plans at our comparator institutions. The University of Delaware plan is provided by MetLife. Other institutions have coverage through such companies as Aetna, MetLife, or Delta Dental. Overall, dental plans have not caught up with the costs of dental care. Beyond routine examinations and cleanings, plans generally have high co-pays and, for orthodontic care and other areas of treatment, the annual and lifetime maximums are often well below the actual charges. Even with dental coverage, out of pocket expenditures are high.

While dental insurance plans are generally weak, the University of Delaware's dental plan is one of the best among our comparator institutions. Consider the following comparisons of dental plans that cover all family members:

## **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.)**

Continued on page 3

University	Annual Maximum	Deductible	Orthodontic Maximum	Monthly Premium
UD	\$1,750	\$75	\$1,750	\$0.00
Drexel	1,500	150	1,000	29.58
GW	1,500	150	1,500	86.67
Georgetown	1,500	100	2,000	87.88
Hopkins	1,500	100	1,500	138.50
Penn State	1,500	25	2,500	49.72
Maryland	1,500	150	2,000	42.81
Rutgers	3,000	150	1,000	58.77
Temple	2,000	0	2,500	18.89

As presented in the table, faculty members do not pay a monthly premium for dental insurance. The University pays the premiums. While some plans provide slightly more coverage, the monthly premiums outweigh the coverage. If you would like more information on the UD dental plan and how it compares with plans at our comparator institutions, contact Leon Campbell, AAUP Contract Maintenance Officer.

## Merit Pay Committee Workshops

As reported in the September 2008 AAUP VOICE, the Merit Pay Committee was established during last year's contract negotiations to review the procedures used in various units for the allocation of merit portion of annual salary increases. Historically, the distribution of merit pay has been a major source of complaints and grievances. For the first time in the history of our bargaining unit, the merit portion of the salary increase is now greater than the across the board portion. Given this increased importance of merit pay, this committee, composed of three AAUP members and three administrators, was charged to examine the process across the University and to prepare a report with recommendations for changes in the contract.

As a first step in realizing this goal, the committee will be conducting workshops in all of the colleges focusing on the procedures currently in place for merit pay allocation, the so-called "merit metrics." Deans and chairs will participate in the workshops for their colleges. David Smith, Chair of the AAUP Grievance Committee, has prepared a presentation for the workshops that provides an example of a merit pay policy and how it is applied and reported in a specific unit. The first workshop was scheduled for the College of Engineering on October 8.

## Faculty Political Speech Protected in Illinois

B. Joseph White, President of the University of Illinois system, sent an email to all university employees affirming their rights to political speech, including the right of faculty members to wear campaign buttons and attend political rallies on campus. President White was responding to a controversy that arose when the Ethics Office of the University of Illinois determined that it is unethical for faculty and staff to engage in a variety of free speech activities on campus that involve electoral politics. The office claimed that faculty and staff would be in violation of ethical standards if they attend rallies for candidates running for public office, wear campaign buttons on campus endorsing political candidates or political parties, or place bumper stickers on cars parked in university owned campus lots. In the face of these attacks on faculty free speech, Cary Nelson, Professor of English at the University of Illinois at Urbana-Champaign and President of the AAUP a statement that has been posted on the AAUP web site. This is a excerpt of his statement:

Continued on page 4


---

“Faculty are understandably concerned about the administration’s critique of such forms of free speech and political expression as they have exercised without controversy for years. Although these rules are not at present being enforced, the AAUP deplores their chilling effect on speech, their interference with the educational process, and their implicit castigation of normal practice during political campaigns. A prohibition on political bumper stickers can well cross a line and infringe on extramural political speech.

While we are unhappy with how the university has interpreted the state’s ethics rules, we also have other fundamental concerns. The Ethics Office has failed to recognize and accurately define both the special context of a university and the role of its faculty members. Campus education requires that faculty and students have comparable freedom of expression on political subjects. This applies not only to obvious contexts like courses on politics and public policy in a variety of departments but also to the less formal settings in which faculty and students interact. Political speech embraces not only buttons and bumper stickers but also the whole range of advocacy and debate that intensifies during political campaigns. As the rules stand, students can exercise their constitutional rights and attend rallies and wear buttons advocating candidates, but faculty cannot. National elections provide wonderful educational opportunities across a wide range of disciplines. Thus students might attend campus rallies and later analyze them in a classroom. As faculty members to have no experience of the rallies themselves?”

President White’s affirmation of rights of political speech on campus is welcome. Higher education must be a place of free expression of ideas and beliefs, of civil discourse, and of controversy if it is to fulfill its role in a democratic society. Restricting the political expression and activities of faculty and staff strips higher education of one of its core values and contributions to society. Such attacks must be made visible and resisted wherever they occur.

---

**AAUP**  
**UNIVERSITY OF**  
**DELAWARE**   
**Rm. 301 McDowell**  
**Newark DE 19716**  
**Voice 831-2292**  
**Fax 831-4119**  
**[aaup-mail@UDel.Edu](mailto:aaup-mail@UDel.Edu)**