

AAUP

Voice

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"Academic freedom for a free society"

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Steering Committee Elects Bargaining Team

In beginning to prepare for this year's collective bargaining with the University, the AAUP Steering Committee held its first meeting on October 30. AAUP President Joan DelFattore reported that the Executive Council has appointed Gerry Turkel to serve as Chief Negotiator. She also reported the nominations of Linda Bucher, Leon Campbell, David Smith, and Kevin Kerrane to serve on the bargaining team. The Steering Committee elected the nominees to serve on the bargaining team.

Members of the AAUP Bargaining Team

Gerry Turkel: Gerry is Professor of Sociology and Legal Studies. He has served on five bargaining teams and the chief negotiator for the current contract. He was president of the chapter from 1996-2002, and currently edits the chapter newsletter. Gerry is active in the national AAUP. He is currently member-at-large on the Executive Committee of the Collective Bargaining Congress and a member of the national AAUP Council.

Linda Bucher: Linda, Professor in the School of Nursing, has been on the UD faculty since 1990. She has served on the AAUP Steering Committee and as member-at-large on the Executive Council. Linda served as vice president from 1999-2002 and as president from 2003 to 2008. She served as a member of the bargaining team in 2005. Currently, Linda is immediate past president and serves on the Executive Council.

Leon Campbell: Leon Campbell served as Provost of the University of Delaware from September 1, 1972 until August 31, 1988. He is the Hugh M. Morris Research Professor of Molecular Biosciences in the Department of Biological Sciences. Leon has served as the AAUP Contract Maintenance Officer since 1994 and has served on five previous AAUP bargaining teams.

Kevin Kerrane: Kevin Kerrane, Professor of English specializing in Journalism and in Irish Studies, has taught at the University of Delaware for over 40 years. He founded the free Sunday night International Film Series in 1984 and currently serves on the Faculty Senate film committee. Kevin has served as Secretary of the AAUP Executive Council. He has served on two previous AAUP bargaining teams.

David Smith: David Smith is Professor of Biology. He joined the University of Delaware faculty in 1975. He has long been active in campus governance. He has chaired the Arts and Sciences Committee on Educational Affairs, served as Vice President of the Arts and Sciences Senate

of the Arts and Sciences Senate, was a Senator at both the college and university Senates, and was President of the University Faculty Senate in 1983-84. He has been serving as AAUP Grievance Officer since 2004. David served on the bargaining team that negotiated the current contract.

Member Based Collective Bargaining

The AAUP is the opposite of a top down, bureaucratic organization. The people in leadership positions live everyday lives of academics with deep roots in teaching, research and service. For this model of unionism and collective bargaining to thrive and to be effective in representing the University of Delaware faculty, individual faculty members must actively participate by joining the AAUP and articulating their interests and values. This should occur at all levels, from the department through the Steering Committee.

The process got off to a good start at the Steering Committee meeting. Members of the Steering Committee, representing all of the University's colleges, discussed issues ranging from merit pay policies, the virtues of across the board vs. merit pay increases, problems with health care benefits, family and medical leave, the transparency and coherence of RBB, methods of payment for supplementary teaching, the use of temporary faculty in teaching at UD, recent court decisions affecting academic freedom, and the diversity of the AAUP leadership. This healthy, wide-ranging discussion is important, especially as the Executive Committee begins to formulate proposals for negotiations with the University.

In the months ahead, the AAUP leadership will send the faculty a survey focusing on issues directly relevant to the Collective Bargaining Contract. Faculty members are encouraged to answer the survey questionnaire and to contact the AAUP at aaup-mail@udel.edu or at 831.2292 with issues that concern them. Members of the Executive Council and the Bargaining Team want your ideas and activism.

Meetings Scheduled for Assistant Professors and CNTT Faculty

In order to ensure that the AAUP is representing the interests of all faculty members, meetings have been scheduled to discuss the specific concerns of tenure-track assistant professors and CNTT faculty. The meeting with assistant professors is scheduled for Friday, November 20 from 3:30 to 5:00 in Room 124 Memorial Hall. The meeting for CNTT is scheduled for Friday, December 4 from 3:30 to 5:00 in Room 124 Memorial Hall.

Three AAUP officers will attend the meetings: AAUP president, Joan DelFattore, Vice President, Danilo Yanich, and Grievance Officer, David Smith. The meetings will cover rights and obligations under the collective bargaining agreement and will review issues such as promotions, salary determination, medical and sabbatical leaves, and other policies that govern working conditions at UD. These meetings will provide an opportunity for faculty to inform the AAUP of their concerns and for the leadership to learn about the priorities of important constituencies within the faculty.

Higher Education Finances: Resistance and Analysis

Despite the historically unparalleled and envied success of American higher education throughout the world, some political leaders compare colleges and universities to such

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Gerry Turkel, Editor

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The Voice appears four times a year, twice in the fall semester and twice in the spring semester.

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:

Joan DelFattore, President
Danilo Yanich, Vice President
Patricia Barber, Secretary
Sheldon D. Pollack, Treasurer
Calvin Keeler, At-Large
Prasad Dhurjati, At-Large
Linda Bucher, 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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declining domestic industries as steel and autos, great hulks out of step with the times and at the verge of collapse. For example, Senator Lamar Alexander recently proclaimed that the financial crisis of higher education demands drastic action. He advocates speeding up the time it takes to earn a bachelors degree from four to three years, eliminating academic programs and tenure, and deepening managerial control of higher education based on business models (*Newsweek*, October 26).

The irony of these proposals is exquisite: At a time of economic crisis when the federal government is providing trillions of dollars to private sector financial corporations and states are cutting funding for higher education, there are no significant federal government policies to make up for the loss of public funding for colleges and universities. For-profit corporations, whose leaders are paid hundreds of millions of dollars in compensation, are provided with massive government support. At the same time, public institutions of higher education and students are starved of funds. Truly, corporate logic has turned the world upside down.

To uphold values of academic freedom in teaching and research, meaningful shared governance, and the economic status of our profession, the current economic crisis and attacks on higher education must be faced with neither fear nor resignation. Rather than succumbing to harbingers of doom and to policy priorities in which for-profit corporations get massive government support while higher education funding shrinks, we must resist the marginalization of the faculty and assert the independence of higher education. We can accomplish this by what we do best: Careful analysis of the finances of higher education and well-crafted arguments rooted in shared values and facts.

Analyzing and resisting declines in higher education funding should proceed at several levels. First, federal government policies and patterns of funding should be carefully scrutinized. For example, there appear to be significant savings for students from direct lending programs by the federal government compared to federal government subsidies for private, profit-making lenders. In addition, the transition that has been occurring for more than thirty years of federal funding for students rather than for institutions should be analyzed and confronted. Second, the decline of state funding for higher education has been dramatic and harmful to institutions of higher education and to students. Institutions have become more dependent on unstable sources of private funding, declining state funding has set the stage for policies of retrenchment as exemplified above, and costs have dramatically shifted to students and their families. Third, the actual financial condition of specific colleges and universities must be scrutinized. A generalized and often highly emotional sense of economic crisis should not cloud the fact that institutions vary greatly in terms of their financial condition.

The Executive Committee of the AAUP Collective Bargaining Congress issued a resolution in August that calls for a stronger role by faculty in confronting the financial crisis and deteriorating conditions in higher education. The resolution puts the current crisis in historical perspective and calls for specific actions by faculty to turn this situation around. The resolution is provided in its entirety:

Stepping up to this challenge, the national AAUP has formulated a *No Give Back Resolution* that, among other things, calls for the following (<http://www.aaup.org/AAUP/about/cbc/nogivebackresol.htm>):

- * Faculty should get full access to financial data
- * Faculty should insist on input regarding budgets and strategic directions
- * Academics must remain the primary focus of colleges and universities
- *In situations where there are true financial crises (California), and there is true financial exigency, then disproportionate cuts should first come from non-educational expenditures before faculty pay is cut.


Complementing this resolution, Collective Bargaining Congress Chair Professor Howard Bunsis (Accounting, Eastern Michigan University) and Collective Bargaining Congress Treasurer Professor Rudy Fichtenbaum (Economics, Wright State University), have formulated a strategy for negotiating contracts. In essence, the strategy calls for gathering information on an institution's financial resources and carefully analyzing where the resources go. What are the resources of an institution, including its revenues and reserves? How much money actually goes to instruction and faculty salaries? How much goes to

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auxiliary projects like climbing walls and stadiums? How much goes to salaries for administrators? Where can the institution save money in ways that would facilitate its core mission?

AAUP unionism provides the institutional framework and the tools for establishing a future for higher education based on political engagement in policy discussions, accurate knowledge, long established academic values, and good faith bargaining. The current condition of higher education, including the University of Delaware, requires that this framework and these tools be fully utilized.

AAUP

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

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