On May 6, 2014 the UD-AAUP Steering Committee met to deliberate on key issues affecting faculty and the campus community. Two important resolutions were discussed and voted on at the meeting.

**UD-AAUP STAR CAMPUS RESOLUTION**

The UD-AAUP Steering Committee voted unanimously (23-0) to support the following resolution regarding the STAR Campus and the Data Center Project:

RESOLVED, that the Steering Committee of the University of Delaware Chapter of the AAUP supports the University of Delaware Faculty Senate Resolution of May 5, 2014 which recommends that The Data Center project not be constructed on the STAR Campus at the University of Delaware as long as it includes the construction of any fossil fuel burning power plant.

**STEERING COMMITTEE RESOLUTION TO REJECT BENEFITS CUTS PROPOSAL**

In accordance with the CBA (Article 9.12), members of the UD-AAUP Executive Council (Calvin Keeler, Gerry Turkel, Prasad Dhurjati) met with members of the University Administration to discuss the cost of retirement benefits to the university. As a result of those meetings, the University Administration proposed the following “Letter of Understanding” on May 1st, 2014:

The University of Delaware and the American Association of University Professors acknowledge that the retirement leave year options and retirement payout (Article 9.8 (b) and (c) of the Collective Bargaining Agreement) are unique benefits among
Recognizing the extremely high costs associated with these benefits, the AAUP and the University agree to the following amendment to the CBA:

1. Full-time faculty who have not signed their retirement agreements by August 31, 2014 will no longer have the option of a full year leave at seventy-five percent salary with full benefits prior to the date of retirement;

2. Full-time faculty will receive a one-semester retirement leave at one hundred percent salary with full benefits prior to the date of retirement;

3. The University of Delaware and the AAUP agree that any savings realized from this amendment will remain in the Colleges and will be dedicated to faculty matters such as salary inequity and compression, faculty development, recruitment and retention of diverse faculty candidates, and similar faculty interests. Specifically, 15% of the salary savings will be used for a salary equity and compression pool to be distributed annually.

This proposal was discussed at the UD-AAUP Executive Council meeting on May 5, 2012 and at the Steering Committee meeting on May 6. After discussion, the AAUP-UD Steering Committee voted unanimously (25-0) to reject the “Letter of Understanding” regarding Faculty Retirement Benefits. The Steering Committee felt strongly that the financial health of the University of Delaware did not warrant the loss of this retirement benefit. Furthermore, there was a strong sentiment that the Collective Bargaining Agreement should not be modified during the term of the contract.

CONTINUING NON-TENURE TRACK (CNTT) TITLE CHANGES

Although no resolution was passed, the AAUP-UD Steering Committee discussed at length the change of titles for future CNTT faculty hires proposed by Provost Domenico Grasso. There will be a AAUP Steering Committee meeting on Tuesday, May 20, 2014 in 304 Gore Hall to continue discussion of this important issue.

The UD-AAUP has a long history of supporting Continuing Non-Tenure Track Faculty at the University of Delaware. All full-time faculty, both
tenured and untenured, have been part of the bargaining unit and have been represented by the AAUP since 1971. The UD-AAUP fought for the current CNTT policy in 1995 and agreed to the policy with the University Administration. Prior to that policy, non-tenure track faculty received one-year contracts and did not get many of the benefits of the Collective Bargaining Agreement. Recently, the UD-AAUP was instrumental in forming the CNTT Caucus and has included CNTT faculty in all benefits and employment security provisions in the CBA.

STEERING COMMITTEE MEMBERS

COLLEGE OF ARTS AND SCIENCES
Brian Ackerman, Psychology/Linguistics & Cognitive Sciences*  
Robin Andreasen, Linguistics & Cognitive Sciences*  
Peter Cole, Linguistics & Cognitive Sciences  
Christine Cucciare, English  
Lawrence Duggan, History  
Benjamin Fleury-Steiner, Sociology*  
Bernard McKenna, English*  
John Morgan, Physics and Astronomy  
Jennifer Nauen, Biological Sciences*  
Charles Pavitt, Communication  
David Satran, Assoc in Arts Program*

COLLEGE OF AGRICULTURE AND NATURAL RESOURCES
Anastasia Chirnside, Entomology & Wildlife Ecology*  
Rolf Joerger, Animal & Food Sciences

LERNER COLLEGE OF BUSINESS AND ECONOMICS
Andrew Fields, B&E Finance  
Mary Kernan, Business Administration

COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT
Martha Buell, Human Development*  
Steve Eidelman, Human Development

COLLEGE OF ENGINEERING & COLLEGE OF EARTH, OCEAN, AND ENVIRONMENT
Ronald Martin, Geological Sciences  
Ismat Shah, Materials Science*
AAUP-UD MEMBERSHIP COMMITTEE

The greatest strength that the AAUP has is an active, engaged and vigilant membership. For the UD-AAUP to do its work requires that all faculty members join and participate. If you are not a member of the AAUP, now is a critical time for you to join and build our bargaining power. A Membership Committee has recently been formed to enhance these efforts. The four members of this committee are Christine Cucciare – English, John Morgan – Physics and Astronomy, Leslie Reidel – Theater and Danilo Yanich – Public Policy and Administration. Look for membership activities when classes resume in the fall. The committee is also looking for more members to share in this important effort. Contact the AAUP office if you want to get involved!

You can join the UD-AAUP by filling out a form on the AAUP web site. If you are a member, it is important that you participate. By definition, a membership organization needs active members. That is the source of the AAUP’s strength and success.

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