It’s a dare we want you to be a part of.
UD’s Mission Statement
The University of Delaware exists to cultivate learning, develop knowledge, and foster the free exchange of ideas. State-assisted yet privately governed, UD has a strong tradition of distinguished scholarship, research, teaching, and service that is grounded in a commitment to increasing and disseminating scientific, humanistic, and social knowledge for the benefit of the larger society.

Tracing its roots to 1743 and chartered by the state in 1833, UD today is a major research university that features extensive graduate programs and is dedicated to outstanding undergraduate and professional education. UD is a land-grant, sea-grant, and space-grant institution.

As a Citizen University, UD’s distinguished faculty is committed to the intellectual, cultural, and ethical development of students as citizens, scholars, and professionals. As such, UD graduates are fully prepared to contribute to a global society that requires leaders with creativity, integrity, and a dedication to services.

UD prides itself in being a model for Discovery Learning, an institution that promotes an environment in which all people are inspired to learn and encourages intellectual curiosity, critical thinking, free inquiry, and respect for the views and values of an increasingly diverse population.

The University of Delaware’s “Path to Prominence”™ strategic plan is guiding UD toward achieving distinction as a world-class research institution. This vision is supported by the development of both the Science and Technology Campus and the Interdisciplinary Science and Engineering Laboratory (ISE-Lab), providing state of the art research facilities for cutting-edge work in the life and physical sciences, engineering, technology, and other applied science areas.

The developing Science and Technology Campus will be a destination where the University formulates partnerships that include research and innovation in energy, the environment, national security and defense, and health and life sciences, among other areas. The research, innovation and manufacturing on this campus will be closely aligned through partnerships with private and public-sector organizations that have a similar focus and vision. It will provide real-world scholarship for faculty, graduate and undergraduate students to engage and collaborate in research initiatives. In addition, an important outcome of the work occurring on this campus will be the enhancement of economic development in the state and the region.

The 194,000-square-foot Interdisciplinary Science and Engineering Laboratory will be a place where teaching and research are integrated, with the research providing content for the curriculum. Students will learn fundamental scientific principles in newly structured courses encompassing biology, chemistry, and physics and then apply those principles to solve real-world problems in areas such as renewable energy. The building will house the University of Delaware Energy Institute, the Center for Energy and Environmental Policy, the Delaware Environmental Institute and the Catalysis Center for Energy Innovation.

Commitment to Diversity
The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, religion, ancestry, national origin, sexual orientation, veteran status, age, or disability in its educational programs, activities, admissions, or employment practices as required by Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Acts of 1964, the Rehabilitation Act of 1973, the Americans with Disabilities Act, other applicable statutes, and University policy. Over the decades, UD’s commitment to diversity has expanded and become more and more inclusive. UD is committed to creating an educational community that is intellectually, culturally, and socially diverse, enriched by the contributions and full participation of persons from many different backgrounds.

About UD
The Delaware Cardiovascular Center at UD provides a focal point for idea leadership and interdisciplinary research.
The University of Delaware is a progressive, family-friendly employer, providing faculty and staff with benefits and work/life balance programs responsive both to the diversity of its community and to the many life changes that individuals experience during their employment.

UD-supported programs provide opportunities and flexibility for employees to tailor benefits to meet their personal needs. UD’s contribution covers a large portion of the premium costs for medical, dental, vision, life and disability insurance. More details about benefits are available online at www.udel.edu/hr.

**Flexibility and Choice**

Because employees have different needs, UD sponsors a flexible benefits program. Flexible benefits give employees the opportunity to design a benefits program to fit their personal needs. Flexible benefit options include: medical, dental, vision, long-term disability, employee and dependent life insurance, as well as others. In citing UD for its outstanding benefits package, the Chronicle of Higher Education noted that “concrete benefits and policies convince employees that they are valuable and that the college is willing to put resources behind them.”

**Saving for Retirement**

Faculty and Exempt staff may participate in the University retirement program through Fidelity Investments and TIAA-CREF. Employees contribute 4% of their base salary and UD contributes 11%. Contributions are immediately vested and tax-deferred.

Non-exempt and Trades staff participate in the State of Delaware Pension Plan. Both the University and employee contribute to this plan.

All employees may make personal, tax-deferred contributions to the supplemental Fidelity Investments and TIAA-CREF programs. Contributions are through payroll deduction.

**Educational Benefits**

UD offers a variety of programs and educational opportunities for eligible employees and their eligible family members, including programs to assist with college tuition costs. These programs include:

- Tuition Remission
- Course Fee Waiver
- Tuition Exchange Program

Full details about these programs, including eligibility, may be found at www.udel.edu/Benefits.
The University of Delaware is a Talent Magnet, attracting a dedicated faculty and staff that is the engine that keeps the University moving forward on its Path to Prominence. There are over 4,000 employees, including faculty, staff and maintenance/service who comprise the UD’s workforce.

**Time Away from Work**

Full-time staff accrue 22 days of vacation per year and 18 days of sick time per year to use in times of illness or disability. An employee may begin using earned vacation after three months of employment. Employees may not accumulate vacation days beyond the maximum allowable, dependent upon years of service. Vacation and sick leave for hourly staff are governed by union contract. UD also offers a generous holiday schedule.

**Fitness and Wellness Program**

UD sponsors a wellness program (Healthy U), which is coordinated by the Office of Human Resources. A variety of wellness activities and programs are available to employees, including fitness classes, nutrition counseling, weight management programs, seminars on health-related topics, health screenings, etc. Full-time employees receive a $75 wellness credit per fiscal year to use on approved UD wellness programs. In addition, the Employee Fitness Center (EFC), located in the Carpenter Sports Building, offers state-of-the-art cardiovascular and strength-training equipment. UD employees receiving benefits, their spouses/partners, and retirees may use the EFC free of charge.

**Faculty/Staff Assistance Programs**

The Faculty and Staff Assistance Program (FSAP) is a free and confidential service for UD faculty and staff. Counselors are available to help individuals cope with concerns including relationships and family, work stress/conflict, mental health issues, caregiving, grief and loss, and drug or alcohol problems.

**Employee Education and Development**

Employee Education and Development assists all campus units and their employees with matters pertaining to organizational training, employee development and program design. Individual counseling is available for employees regarding career development.

Employee Education and Development also offers a variety of leadership, management, and professional development programs. All UD employees are eligible for these programs; supervisory approval to attend is required.

**Parental Leave**

UD recognizes the importance of having a parental leave policy, which helps employees balance the responsibilities of work and parenthood. UD policies set forth the options that are available to non-faculty employees. The faculty parental leave policies may be found in the Especially for Faculty section.

**Child Care**

UD has established agreements with on-campus child care facilities. Complete information on child care services are located at www.udel.edu/hr/childcare.html.

**Pre-Tax Mass Transit and Parking Programs**

Benefits-eligible employees are able to set aside funds on a pre-tax basis for mass transit expenses incurred for travel to and from work and to cover expenses for off-campus parking. These pre-tax programs allow employees to save 25% or more on the money they set aside to help pay for out-of-pocket mass transit expenses and off-campus parking expenses incurred as you travel to and from work. Because the money is deducted from an employee’s pay on a pretax basis, he or she will reduce the amount of Federal and State income taxes and FICA taxes on the amount of money set aside.

**Work/Life Balance**

Employees prepare to run in the Dare to be fit 5K, sponsored by UD’s employee wellness program.
Especially for Faculty

The University of Delaware has a tradition of excellence, from its founding as a small private academy to the research-intensive, technologically advanced institution of today—a designation accorded to less than three percent of U.S. colleges and universities. Currently, there are more than 100 endowed professorships, which honor faculty members for their distinguished service as teachers and scholars, as recognized by their peers on campus, across the nation, and around the world.

Teaching Support

UD has a strong commitment to faculty engagement and support in effective teaching. In 1975, the Faculty Senate established the Center for Teaching Effectiveness, now called the Center for Teaching and Learning (CTL), which promotes the enhancement of learning and teaching. Its primary goals are to support the instructional improvement efforts of UD’s teaching community, to facilitate the implementation of programs and activities that enrich and improve teaching and learning, to promote active engagement and innovation in teaching and learning, to cultivate an institutional climate that values, rewards, sustains and renews excellence in teaching and learning, and to serve as a clearinghouse on teaching and learning in higher education. CTL supports faculty, administrators, graduate students, and staff in their instructional activities and provides a range of instructional services to help all members of UD’s teaching community enhance the teaching and learning process.

AAUP and Collective Bargaining Agreement

The American Association of University Professors (AAUP) is a national organization representing college and university faculty members exclusively. The UD AAUP Chapter is certified by the State of Delaware Department of Labor to represent full-time faculty members on the issues of wages, salaries, hours, vacations, sick leave, grievance procedures, sabbatical leaves and other terms and conditions of employment as set forth in the Collective Bargaining Agreement (Contract). More information about UD’s AAUP, including links to the Collective Bargaining Agreement, may be found online, www.udel.edu/aaup.

Research Semester

In order to assist new faculty with their professional development and progress toward promotion and tenure, tenure-track assistant professors are eligible for a semester at full pay devoted to research and scholarship, during their third or fifth year in their probationary period.

Faculty Parental Leave

UD and the AAUP recognize that childbirth can affect the teaching availability of a faculty member. Department chair and faculty members must develop workload options that meet department and individual needs immediately following the birth or adoption of a child under the age of five by the faculty member. If the faculty member is the primary caregiver, he or she will be granted a one semester administered load that allows the faculty member a choice of either partial or full relief from teaching during the semester of the birth or adoption. The Vice President for Finance and Administration and the AAUP Contract Maintenance Officer are available to discuss such options with faculty and department chairs.

Stop the Clock

An untenured faculty member who becomes the parent of a newborn or newly adopted child may choose to take a one-year extension of the pre-tenure probationary period for each child, up to a maximum of two years. The extension should be made in the year in which the faculty member becomes a parent or adopts a child. The extension shall be granted upon written notification to the department chair or program director, along with notification to the Dean of the College and the Office of the University Provost. Faculty who choose this option must indicate in writing that they have done so in their dossier.

Family Leave

Based on the commitments required by the instructional calendar, members of the bargaining unit who choose to utilize the family leave policy approved by the Faculty Senate shall receive FMLA benefits for up to one semester during the period of approved FMLA leave. An FMLA leave may be used for caregiving, parenting, childbirth or adoption. Family leave is without pay; however, during any period of family leave, the UD contribution to the premiums for a faculty member’s health insurance benefits will be continued at the level that existed prior to commencement of the leave for a period of up to one semester in a 12-month period. Note that this policy does not replace other informal or flexible arrangements that may be worked out between a faculty member and his or her Department chair.
The University of Delaware’s main campus is in Newark, Del., located in the heart of the East Coast — midway between New York City and Washington, D.C. With a population of more than 31,000, the suburban city boasts a dynamic downtown area, and in 2011 it won the National Trust for Historic Preservation’s Great American Main Street Award.

Delaware’s 1,236-acre campus, which is noted for the beauty of its Georgian architecture and elegant landscaping, includes 48 major classroom and laboratory buildings, a large research library, 11 residence complexes housing some 7,200 students and five dining halls, all on 969 acres. A new UD Bookstore recently opened in downtown Newark.

A new Interdisciplinary Science and Engineering Laboratory that will bring together teaching, learning, and research in an integrated way, and new and expanded athletics, residential, and dining facilities are currently under development.

In addition to the Newark campus, UD has locations across the state — in Wilmington, Dover, Georgetown, and Lewes. Locations in Wilmington include the UD Downtown Center, the Goodstay Center, and Arsht Hall. The Paradee Center in Dover is a hub for educational programming and visibility in Kent County. The Hugh R. Sharp Campus on the Delaware Bay in Lewes is the home of the College of Earth, Ocean, and Environment. Georgetown is the site of the Elbert N. and Ann V. Carvel Research Education Center.

Relocation Information
UD understands the stress of relocating to a new job, a new place, a new state, and/or a new part of the country. Moving is not just about finding the right place to live, it’s also knowing about other aspects that help people settle into a new area. While the University encourages new employees to use online resources provided by the State of Delaware, this section contains an overview of the relocation services provided by UD and some community information.

University Relocation Assistance
Certain expenses are incurred when an incoming faculty or professional member moves household effects from his/her place of residence to his/her new home in the area. Although UD cannot assume the full cost for the relocation of household furnishings, the University may reimburse with receipts up to limits outlined in University policy 3-11.

The Rental Housing Program provides residential properties for new UD employees to facilitate their relocation to the area. Residential properties are rented to UD employees based on availability with priority given to new employees. Full-time employees may live in University housing for a maximum period of two years. Requests for UD rental houses are made to the Rental Housing Office.

UD will make available funds for mortgage assistance to eligible employees who choose to purchase homes in specific targeted neighborhoods within the City of Newark. All full-time employees are eligible to apply for mortgage assistance immediately upon employment. UD also continues to assist in the recruitment and retention of faculty and administrators through the Home Purchase Assistance (HPA) program. The HPA program provides a one-time $5,000 payment to be paid at settlement on the purchase of a primary residence. Specific information about these policies may be obtained through the University’s policies and procedures manual or by contacting the University Treasurer’s Office.

With locations across the state UD provides unique opportunities for discovery learning and the exchange of ideas.

East Coast Classic
With locations across the state UD provides unique opportunities for discovery learning and the exchange of ideas.
UD’s Seven Colleges

College of Agriculture & Natural Resources
College of Arts & Sciences
Alfred Lerner College of Business & Economics
College of Engineering
College of Health Sciences
College of Education & Human Development
College of Earth, Ocean, & Environment

Useful URLs:

University of Delaware  www.udel.edu
Admissions  www.udel.edu/admissions
Alumni  www.udel.edu/alumni
Athletics  www.udel.edu/athletics
Commitment to Delawareans  www.udel.edu/commitment
economic innovation and partnerships  www.udel.edu/oeip
Employment  www.udel.edu/hr
Facts and figures  www.udel.edu/ir/fnf/index.html
Facebook  www.facebook.com/udelaware
Online University news  www.udel.edu/udaily
Research  www.udel.edu/research
Strategic plan: “The Path to Prominence”  www.udel.edu/prominence
Student Life  www.udel.edu/studentlife
Twitter  twitter.com/UDelaware
University of Delaware Library  www.udel.edu/lib
University Museums  www.udel.edu/museums
Virtual campus tour  www.udel.edu/virtualtour

UD alumni, faculty, staff and students in all seven colleges connect for life to an ever deeper and wider talent network—because talent goes where talent already is.
The University of Delaware does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, or sexual orientation in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and University policies. The following person has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations: Tom Webb, Director, Office of Disabilities Support Services, 240 Academy Street, Alison Hall Suite 119, University of Delaware, Newark, DE 19716, 302-831-4643. The following person has been designated to handle inquiries regarding the non-discrimination policies and to serve as the overall campus coordinator for purposes of Title IX compliance: Bindu Kolli, Chief Policy Advisor, Office of Equity and Inclusion, 305 Hullihen Hall, University of Delaware, Newark, DE 19716, 302-831-8063. The following individuals have been designated as deputy Title IX coordinators: for Athletics, Jennifer W. Davis, Vice President for Finance and Administration, 220 Hullihen Hall, University of Delaware, Newark, DE 19716, 302-831-2769; and for Student Life, Dawn Thompson, Dean of Students/AVP for Student Life, 101 Hullihen Hall, University of Delaware, Newark, DE 19716, 302-831-8939. Inquiries concerning the application of anti-discrimination laws may be referred to the Title IX coordinators or to the Office for Civil Rights, United States Department of Education. For further information on notice of nondiscrimination, visit http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm for the address and phone number of the U.S. Department of Education office that serves your area, or call 1-800-421-3481.