



UNITING TALENT WITH OPPORTUNITY

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MISSION STATEMENT

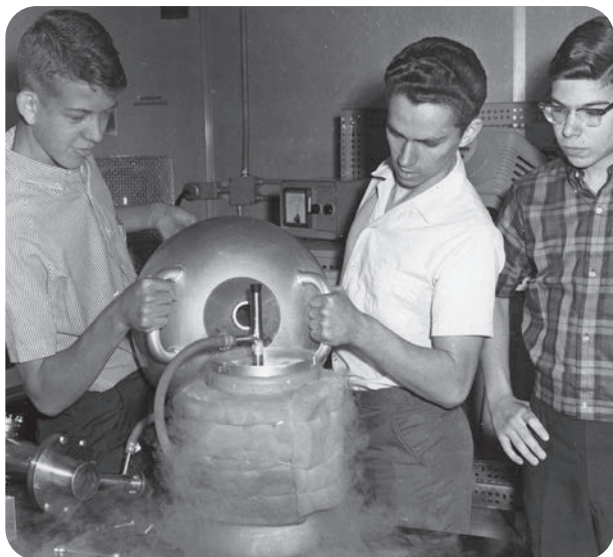
The University of Delaware exists to cultivate learning, develop knowledge, and foster the free exchange of ideas. State-assisted yet privately governed, the University has a strong tradition of distinguished scholarship, which is manifested in its research and creative activities, teaching, and service, in line with its commitment to increasing and disseminating scientific, humanistic, artistic, and social knowledge for the benefit of the larger society. Founded in 1743 and chartered by the state in 1833, the University of Delaware today is a land-grant, sea-grant, and space-grant university.

The University of Delaware is a major research university with extensive graduate programs that is also dedicated to outstanding undergraduate and professional education. UD faculty are committed to the intellectual, cultural, and ethical development of students as citizens, scholars and professionals. UD graduates are prepared to contribute to a global and diverse society that requires leaders with creativity, integrity and a dedication to service.

The University of Delaware 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.

An institution engaged in addressing the critical needs of the state, nation, and global community, the University of Delaware carries out its mission with the support of alumni who span the globe and in partnership with public, private, and nonprofit institutions in Delaware and beyond.

One of the oldest universities in the United States, the University of Delaware traces its roots to 1743. The institution today is a research-intensive university with global impact, committed to excellence in undergraduate and graduate education, research and service.



UD'S TEN COLLEGES

[COLLEGE OF AGRICULTURE & NATURAL RESOURCES](#)

[COLLEGE OF ARTS & SCIENCES](#)

[LERNER COLLEGE OF BUSINESS & ECONOMICS](#)

[COLLEGE OF EARTH, OCEAN & ENVIRONMENT](#)

[COLLEGE OF EDUCATION & HUMAN DEVELOPMENT](#)

[COLLEGE OF ENGINEERING](#)

[COLLEGE OF HEALTH SCIENCES](#)

[GRADUATE COLLEGE](#)

[HONORS COLLEGE](#)

[BIDEN SCHOOL](#)

#38

TOP PUBLIC NATIONAL UNIVERSITIES

U.S. NEWS & WORLD REPORT



4,700+ EMPLOYEES

**PHYSICAL THERAPY
GRADUATE PROGRAM**

1ST

IN THE NATION

U.S. NEWS & WORLD REPORT

.....
AMONG THE

TOP 3%

**OF UNIVERSITIES
NATIONWIDE IN TERMS OF
RESEARCH ACTIVITY**

CARNEGIE CLASSIFICATION
.....

56TH

BEST COLLEGES FOR VETERANS

U.S. NEWS & WORLD REPORT

**UNDERGRADUATE CHEMICAL
ENGINEERING PROGRAM**

2ND

IN THE NATION

U.S. NEWS & WORLD REPORT



**NAMED A BEST
EMPLOYER IN DELAWARE**

FORBES MAGAZINE

MAKING OUR MARK

For almost three centuries, the University of Delaware has empowered world changers by providing an environment that nurtures ingenuity and innovation. Due to the size, location, strong alumni network and vast opportunities available to students, UD is uniquely poised to make a positive impact on the world. Our students, faculty and alumni are breaking through barriers, with support from our exceptional staff, to tackle some of the greatest challenges of our time.

You may be surprised to learn that UD is all around you: in cleaner air, in life-saving medications, in museums and in the preparation for missions to Mars.

UD'S "IDEA GIANTS" INCLUDE:

Thomas McKean, **George Read** and **James Smith**, among our first graduates. Each signed the Declaration of Independence.

Joe Biden, Class of 1965. Is the 46th president of the United States.

Wayne Westerman, Class of 1999. He created the touch-sensitive technology used in smart phones and other devices.

Richard Heck, professor of chemistry and biochemistry from 1971-1989. His Nobel-prize winning discovery, known today as the Heck reaction, revolutionized pharmaceutical manufacturing.

Cathy Wu, Unidel Edward G. Jefferson Chair in Engineering and Computer Science and the director of the Data Science Institute at UD. She's the internationally acclaimed pioneer of bioinformatics, the use of computing to make sense of biological data.

Elena Delle Donne, Class of 2013. Her tenacity on the basketball court got her drafted by the WNBA and an Olympic gold medal.

Ranked among top national universities with renowned faculty and academics, UD has, in the last several years, reached record applications and enrollment, attracting ambitious students and helping them to go on to great things. UD consistently ranks well above the national average in graduation, job and career placement rates.

Join us as we journey toward discovering solutions that change the world.



UD President Dennis Assanis and First Lady Eleni Assanis

RICH BENEFITS

The University provides a rich array of benefits and services to safeguard the welfare and support the work/family life of our faculty and staff.

PROTECTING YOUR HEALTH & WELFARE

The University offers a health benefit plan that has long been recognized for its comprehensiveness and competitiveness in the market. For full-time faculty and staff employees, health plan coverage contribution ranges from 86.75 percent to 96 percent of the total premium, depending on the plan and coverage tier.

Plans are offered through our health vendors, Highmark Delaware and Aetna, and come with automatic prescription drug coverage through Express Scripts. Plan options include:

- Health Maintenance Organization (HMO)
- Preferred Provider Organization (PPO)
- Consumer Directed Health (CDH)

UD ALSO OFFERS THE FOLLOWING:

- Vision care premium for full-time employees
- Full dental coverage at no cost for full-time employees and their eligible family members
- Standard long-term disability
- Life insurance equal to two times base annual salary
- The option to set aside pre-tax dollars for a Flexible Spending Account

Employee-paid benefits such as dependent life, long-term care, automobile, and homeowner/renter insurances are also available.

HELPING YOU PLAN FOR RETIREMENT

For faculty and exempt staff, we offer a 403(b) Retirement Plan through TIAA and a generous matching contribution of up to 11 percent. Our non-exempt staff participate in the State of Delaware Pension Plan.

SUPPORTING YOUR WELLBEING

At UD, we aspire to build a culture where employees, spouses and retirees are healthy, fueled and inspired to bring their best selves to work each day. Full-time staff accrue 25 days of vacation and 18 days of sick leave per year. Eligible staff receive eight weeks of paid parental leave. (Vacation, sick and parental leave for union-represented employees is governed by applicable collective bargaining agreements.) UD also offers a generous holiday schedule.

On campus, our Employee Health and Wellbeing office encourages a healthy lifestyle through rich





programming including fitness classes, health screenings, nutritional advice and more. All University employees, retirees and spouses have access to an employee-only fitness center and other facilities located in the Carpenter Sports Building, including basketball and racquetball courts and an indoor pool.

PROVIDING EDUCATIONAL GROWTH

As a top university, we know firsthand what it means to provide a strong culture of learning and professional development. UD offers outstanding educational opportunities for you and your eligible dependents. These include:

- Tuition through course waivers for up to six courses each calendar year for employees, spouses and eligible children at UD;

- Tuition remission for a full-time matriculated undergraduate spouse or an eligible child attending UD;
- Tuition waiver exchange with Delaware Technical Community College selected by a lottery;
- Cooperative tuition exchange for an employee for courses at Delaware Technical Community College or Delaware State University; and
- Tuition exchange opportunity for dependents of eligible faculty and staff to attend member schools nationwide.

UD also offers over 200 free professional development courses and certificate programs.



Current and retired employees and their families enjoy a variety of opportunities from fine dining at the student-operated Vita Nova Restaurant, discounted memberships at the UD Outdoor Pool, ice skating at the UD Rust Ice Arena or cheering on one of our 21 NCAA Division I teams.

ESPECIALLY FOR FACULTY

At the University of Delaware, you will be joining eminent faculty who are at the forefront of their fields. In support of faculty excellence, UD has 140 named professorships honoring faculty members for their achievements.

SUPPORT FOR TEACHING AND RESEARCH

UD is committed to mentoring and supporting its faculty as educators and researchers. The Center for Teaching and Assessment of Learning (CTAL) offers a range of instructional services to foster an inclusive culture of evidence-based teaching and learning. CTAL also offers a venue for collaborating with faculty on research and grants focused on teaching and learning in their disciplines.

In addition to teaching support, UD offers strong support for faculty research and engagement of graduate and undergraduate students in research. The University is dedicated to cultivating a research ethos that encompasses every academic discipline,



250+ GRADUATE AND POST-BACCALAUREATE PROGRAMS

engages diverse perspectives and builds thriving, innovative communities.

The University of Delaware Research Office provides year-round training for faculty on research and research administration, including how to identify internal and external funding opportunities, preparing competitive proposals and managing project financials. The Undergraduate Research Program provides opportunities for undergraduate students to engage in a wide range of research, from participating in projects as part of a faculty-led team to exploring creative interests with faculty-mentor support. Similarly, the Graduate College supports and highlights graduate students' world-class research and scholarship. Currently, there are about 700 undergraduates and over 4,000 graduate students involved in UD research with their faculty advisers.

UD also provides faculty with the opportunity and funding to engage in global collaborations and research. The Center for Global Programs and Services. inspires and facilitates inclusive programs of study and opportunities for experiential learning and strategic partnerships in addition to our study abroad offerings.

SABBATICAL POLICY AND RESEARCH SEMESTER OPTION

UD has a generous sabbatical leave policy with either a full-year or half-year leave option granted to full-time tenure-track and continuing-track faculty, and to administrators holding academic rank. The sabbatical

leave provides faculty with time for research or other professional or creative activity and/or time for improving instructional materials and techniques. Faculty may choose either a one-year sabbatical leave at 75% of their salary or a one-semester leave at 100% of their salary after six years of full-time UD service.

Additionally, UD offers a research semester, at full pay, for tenure-track assistant professors to assist with their professional development and their progress towards promotion and tenure. The research semester is available during the third or fifth year of the faculty appointment.

STOP THE CLOCK

UD offers tenure-track and continuing-track faculty members the option of extending their probationary period, i.e., “Stopping the Clock” for a period of one year following 1) the birth or adoption of a child; 2) a leave of absence pursuant to the Family and Medical Leave Act; or 3) for any reason approved by the appropriate chair/director and dean. Faculty members may take a maximum of two one-year extensions during their probationary period.

SUPPORTING INCLUSIVE EXCELLENCE

The University of Delaware is committed to fostering a robust educational environment that supports critical thinking, free inquiry, and an understanding of diverse views and values. Diversity is a core value and guiding principle for our educational mission. We consider diversity to mean appreciation of the different backgrounds, values, and ideas of those who comprise our campus, as well as a commitment to ensuring that everyone is treated according to principles of fairness, civility, dignity and equity. We are committed to building an educational community that understands people from different backgrounds and economic circumstances, serves people with

different needs, and engages with people from diverse personal and philosophical beliefs. We want to make all people who are part of the University feel welcome and valued in campus life.

UD has an institutional membership with the National Center for Faculty Development & Diversity (NCFDD) to provide professional development resources and support. The UD Faculty Achievement Program, sponsored through the Provost’s Office, focuses on increasing faculty productivity, creating healthy work-life balance and building supportive communities here on campus.

UD’s ADVANCE Institute works to increase the representation and advancement of women and under-represented minority faculty and support a diverse and inclusive community. The Institute collaborates with the Provost’s Office and other key UD departments to develop faculty events, including mentorship programs, promotion & tenure panel discussions, leadership development programs, networking opportunities, and other resources that foster diversity.

DUAL CAREER ASSISTANCE

UD recognizes that recruiting, retaining and promoting an excellent, diverse faculty may involve supporting working couples who seek meaningful employment at UD or in the surrounding region. To that end, UD offers assistance to the spouses and partners of faculty who are moving to the University of Delaware, making every effort to help them find employment. Human Resources provides dual career assistance services including information about job openings at UD and with area employers, referrals for informational interviewing both at UD and in the community, referral to recruiting firms in the areas of interest, and support and advice on resumes, cover letters and interviewing techniques.

A VIBRANT CAMPUS

When you work at UD, you will be part of a vibrant, engaged and dedicated community. The University plays an integral role in the City of Newark and the State of Delaware, serving as a major driver of the region's economy and working to better the community.

LOCATION

The University of Delaware's main campus is in Newark, Delaware, located in the heart of the East Coast—midway between New York City and Washington, D.C. Known for its green space, the suburban city also boasts a dynamic, award-winning downtown that runs through the center of campus.

At UD, you'll also have a work environment that is second-to-none—an exciting campus where you can hear world-renowned speakers, enjoy first-rate music

and theatre, cheer on the Fightin' Blue Hens and see compelling exhibits, all of which complement UD's commitment to excellence.

Delaware's 954-acre campus, which is noted for the beauty of its Georgian architecture and elegant landscaping, includes over 50 major classroom and laboratory buildings, a large research library, 44 residence halls and a 350-acre farm. Our new Science, Technology and Advanced Research (STAR) Campus is a state-of-the-art center of innovation building the future of research.

In addition to the Newark campus, UD has locations across the state—in Wilmington, Dover, Georgetown and Lewes.

RELOCATING

Moving is not just about finding the right place to live, it's also knowing about other aspects that will help you settle into a new area. While the University encourages new employees to use online resources, we would also like to assist you with services and information for your relocation. The Rental Housing Program provides residential properties, based on availability, for new, full-time UD employees to facilitate their relocation to the area.

For more information on the Rental Housing Program please call (302) 831-1223.



**UD BLUE HENS
COME FROM 50 STATES
AND 105 COUNTRIES**



954

**LUSH ACRES MAKE UP
OUR BEAUTIFUL CAMPUS**

\$5.4

**BILLION ECONOMIC
IMPACT IN THE
NORTHEAST CORRIDOR**

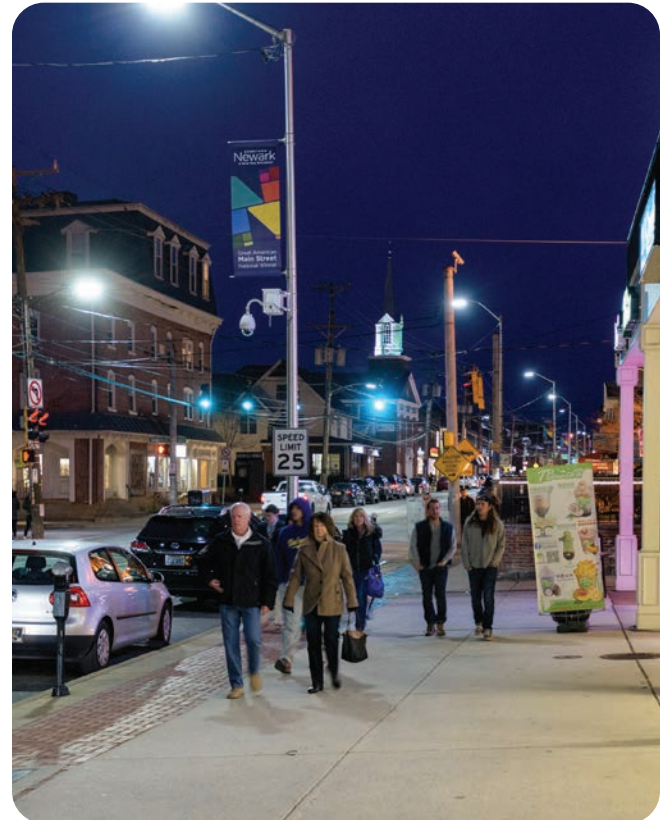
75+ EATERIES ON MAIN STREET IN NEWARK



UD will make available funds for mortgage assistance to eligible employees who choose to purchase homes in specific 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.





UNIVERSITY OF DELAWARE
HUMAN RESOURCES

413 Academy Street · Newark, DE 19716 · 302-831-2171
www.udel.edu/hr



NOTICE OF NON-DISCRIMINATION, EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION: The University of Delaware does not discriminate against any person on the basis of race, color, national origin, sex, gender identity or expression, sexual orientation, genetic information, marital status, disability, religion, age, veteran status or any other characteristic protected by applicable law in its employment, educational programs and activities, admissions policies, and scholarship and loan programs 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 University of Delaware also prohibits unlawful harassment including sexual harassment and sexual violence. For inquiries or complaints related to non-discrimination policies, please contact: Danica A. Myers, Title IX Coordinator, 305 Hullahen Hall, Newark, DE 19716, 302-831-8063, titleixcoordinator@udel.edu. For complaints related to Section 504 of the Rehabilitation Act of 1973 and/or the Americans with Disabilities Act, please contact: Elizabeth Reed, Director, Disabilities Support, Alison Hall, Suite 130, Newark, DE 19716, 302-831-4643, ecreed@udel.edu