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March 11, 2002

BY _____

Stephen E. Jenkins
Ashby & Geddes
Attorneys and Counsellors at Law
222 Delaware Avenue
P.O. Box 1150
Wilmington, DE 19899

Dear Mr. Jenkins.

Howard Cosgrove, Chairman of the Board of Trustees, asked that I respond to your letter of February 27, 2002 wherein you seek clarification of the University's faculty hiring and recruitment policy.

To start, let me assure you that the University's Recruitment Manual for Faculty, Professional and Salaried Staff Members accurately reflects University policy. The University has not updated or reissued the Recruitment Manual since January 2000 because the University has not changed its hiring procedures since it last published the Manual. You seem to indicate in your letter, however, that you believe the University hiring policy has in fact changed based on certain actions taken by the Faculty Senate last year. Your belief is premised on a misunderstanding of the role of the Faculty Senate.

The Faculty Senate is neither empowered to implement, nor does it in fact implement University policy. As the faculty's governance body, it issues proposals and makes recommendations, which is precisely what occurred in this instance. Simply put, therefore, the Faculty Senate's actions do not constitute a change in University policy and the statements attributed to President Roselle and to me in the April 22, 2001 "News Journal" article are not indicative of such a change.

President Roselle never indicated his support for a change in policy. His statement simply reflects his personal belief that people of good will should support efforts to increase the diversity of the University community, including its faculty. My statements explain that to the extent the search process presents the University with two qualified

Stephen Jenkins

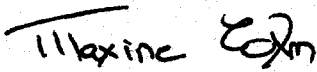
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candidates, the dean of the respective college possesses the discretionary authority to decide whom to hire. A decision to hire more than one candidate would be made based on a number of considerations, including programmatic need and a department's fiscal position. Again, these comments are reflective of the procedures set forth in the Recruitment Manual.

In summary, the Faculty Senate's actions have not in any way altered the University's faculty hiring policies. If you have further questions, please feel free to contact me.

Sincerely,

Maxine Colm

Maxine Colm

Vice President for Administration

MC/sh

cc: H. Cosgrove
D. Roselle