

Delaware Association of Scholars

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Vice-president
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Dear Colleague:

Secretary
Frederic M. Stiner
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The Delaware Association of Scholars (DAS) is pleased to report that, contrary to published accounts a year ago, the UD administration now states that it “never” endorsed a race-based policy for hiring faculty. Under the policy, which was first proposed by the UD chapter of the AAUP, departments were encouraged to hire both the first choice for an open position and a short-listed minority candidate if the minority candidate was not the department’s first choice.

Treasurer
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When the Faculty Senate recommended the policy last year, the DAS publicly criticized it as “illegal and unwise.” U.S. civil rights laws not only prohibit treating members of different races differently in employment, but also may subject both the University and individual faculty members and administrators to large fines. As we pointed out last year, ironically, the Senate’s action only increased the University community’s vulnerability to a “disparate treatment” lawsuit by openly proposing such treatment.

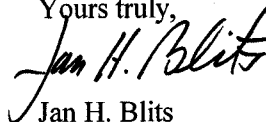
Threatened with a lawsuit assisted by the DAS, the University last month disavowed what Vice President Maxine Colm described as “statements attributed to President Roselle and to me in the April 22, 2001 ‘News Journal,’” endorsing the policy. According to Colm, “President Roselle never indicated his support for a change in policy” (Letter from Colm to Stephen E. Jenkins, March 11, 2002).

In a DAS survey of full-time UD faculty just completed, more than two-thirds of those responding oppose racial preferences in faculty employment and student admission. The numbers are similar to those in a 1998 DAS survey.

On the separate question of benefits for unmarried domestic partners, the recent DAS survey found that two in five respondents approved benefits for both gay and unmarried heterosexual partners, about one in seven approved benefits for gay but not heterosexual partners, and nearly one in three disapproved benefits for any unmarried partners.

A copy of the full report and documents related to UD’s hiring policy can be found at <http://www.udel.edu/DAS>.

Yours truly,



Jan H. Blits
President

cc: Members, UD Board of Trustees