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FOR ADMINISTRATION

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Dear Colleague:

The Collective Bargaining sessions held from December through February have enabled the University and the AAUP to reach a tentative accord for a successor agreement of three years in length. The following outline highlights the key elements of the University's final offer for a three-year contract beginning July 1, 2002 through June 30, 2005.

Compensation

Twelve years ago President Roselle made a commitment that total compensation (salary and benefits) paid to University faculty would meet or exceed the median for doctoral one universities in the mid-Atlantic region. In the intervening years total compensation has consistently exceeded that commitment. Indeed, preliminary data from Academe, the AAUP's publication, and displayed on the attached charts, show that for the past three years the average total compensation by rank has continued to keep us well above the median among our comparator institutions. The contract recommended for the next three years should enhance this competitive position.

Salary Components

The proposal of a three-year contract provides a 3 percent increase in the 2002-2003 year; a 3.5 percent increase in 2003-2004 and a 3.75 percent increase in 2004-2005. This includes:

- Across-the-board increases of 2% at all ranks in each year.
- Merit increase pools of 1% in 2002-2003; 1.5% in 2003-2004; and 1.75% in 2004-2005.
- Promotion increment and salary minimum increases in each year of the three-year contract.
- Continuation of adjusted salary differentials for eleven-month faculty.
- Structural adjustments for assistant and associate professors in the 2002-2003 and 2003-2004 years.

Related Salary Components

- Overload compensation increases in each year consistent with the agreed upon across-the-board and merit increases; flat rates for credit course instruction in Continuing Education similarly increase.
- Payments for FOCUS/Distance Learning offerings increase in each year of the contract; variable percentage increases among the academic ranks in each contract year.

Research/Scholarship Semester

- Provision to be added to the Handbook for Faculty confirming eligibility for a fully paid research/scholarship semester for tenure track assistant professors to assist with their professional development and progress toward promotion and tenure. Available during the third or fifth year of probationary service pending review and approval of proposals, the research semester will count as part of the six-year probationary period for purposes of promotion and tenure and will count as a sabbatical leave for purposes of future sabbatical eligibility.

Benefits

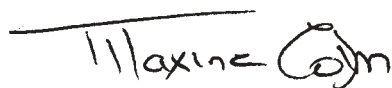
- A one-time retirement incentive program for faculty who sign an intent to retire agreement by June 30, 2003 with a retirement date of no later than June 30, 2005. The University will contribute 11% of the final base salary to the participating faculty members' TIAA/Cref or Fidelity retirement account for an additional two years after the effective date of retirement.
- Long-term care insurance will be available to faculty and spouses; costs associated with the insurance program will be paid by the faculty member.
- Allowable maximum annual health care contributions to Flexible Spending Accounts (FSA) will increase from \$1500 to \$2000.
- Department chairs and faculty members are required to develop workload options that meet departmental and individual needs immediately following the birth of a child. This includes either partial or full relief from teaching during the semester of the birth of a child or immediately following the birth of a child.
- Increase from \$5,000 to \$7,000 in the death benefit provided each faculty member on retirement.
- Extension of the University's Wellness Program to retired faculty effective July 1, 2002.

Contract Modifications and Understandings

- All academic departments must review workload policies beginning July 1, 2002 to assure congruence with academic program needs including course requirements, teaching availability of full-time faculty and non-instructional responsibilities of the academic unit. Workload policies, whether revised or not, must be presented for review and approval to the dean, AAUP Contract Maintenance Officer and the provost by June 30, 2003.
- Confirmation that twelve-credit contact hours or eighteen teaching contact hours per week per semester constitutes a 100% workload for the semester; any other workload configuration must be prorated accordingly.
- Each department chairperson is required to develop written criteria and a well-defined metric for the evaluation of a faculty member's activities in consultation with the faculty for submission to the appropriate dean by December 31, 2002. Any unit that does not have an approved document in place by March 1, 2003 will not be approved for merit increases.
- All academic departments must develop and ratify by-laws and submit them for approval by the chair, dean and provost no later than June 30, 2003.
- The grievance procedure will stipulate that faculty should secure the advice of the AAUP Contract Maintenance Officer before filing a grievance.

Taken together, the elements of the proposed agreement will help assure that we attract and retain faculty of excellence and also enable the University to continue its competitive position in faculty compensation. I ask for your support when the proposal is presented for vote of the general faculty.

Sincerely,

A handwritten signature in black ink that reads "Maxine Colm". The signature is written in a cursive style and is positioned below a horizontal line.

Maxine Colm
Vice President for Administration

Rank Ordering of Average Faculty Salary and Total Compensation, by Rank, at the University of Delaware and at Category I Doctoral Universities in Mid-Atlantic Region: 1999-2000 Through 2001-02

1. SALARY

FULL PROFESSOR

	1999-2000		2000-01		2001-02
Princeton University	120,000	Princeton University	125,700	Princeton University	131,700
University of Pennsylvania	114,800	University of Pennsylvania	120,300	Georgetown University	112,300
Georgetown University	102,800	Georgetown University	107,400	New Jersey Institute of Technology	107,900
University of Virginia	101,200	University of Virginia	106,200	University of Virginia	107,600
Carnegie-Mellon University	99,700	Carnegie-Mellon University	105,000	Rutgers University - New Brunswick	105,700
Rutgers University - New Brunswick	98,800	Rutgers University - New Brunswick	102,400	University of Maryland - College Park	105,600
New Jersey Institute of Technology	97,500	George Mason University	99,500	Johns Hopkins University	105,000
George Washington University	93,400	George Washington University	98,300	Carnegie-Mellon University	103,600
College of William and Mary	93,400	College of William and Mary	98,300	American University	103,400
Temple University	92,500	University of Maryland - College Park	98,100	George Washington University	103,300
George Mason University	92,100	American University	97,300	UNIVERSITY OF DELAWARE	100,000
UNIVERSITY OF DELAWARE	91,900	UNIVERSITY OF DELAWARE	95,700	College of William and Mary	99,100
American University	91,400	Temple University	95,400	George Mason University	98,800
Johns Hopkins University	90,000	Pennsylvania State University	93,800	Pennsylvania State University	98,100
Pennsylvania State University	89,900	Lehigh University	91,200	Temple University	98,055
University of Maryland - College Park	88,800	University of Pittsburgh - Main Campus	90,900	University of Pittsburgh - Main Campus	95,750
Lehigh University	88,500	Drexel University	89,100	Virginia Polytechnic Inst. & State University	94,500
University of Pittsburgh - Main Campus	85,900	Virginia Polytechnic Inst. & State University	88,900	Lehigh University	93,600
Virginia Commonwealth University	84,900	Virginia Commonwealth University	87,500	Drexel University	93,400
Drexel University	84,400	University of Maryland - Baltimore County	86,200	University of Maryland - Baltimore County	91,600
Virginia Polytechnic Inst. & State University	83,800	Old Dominion University	84,900	Virginia Commonwealth University	86,900
University of Maryland - Baltimore County	80,500	Howard University	78,500	Old Dominion University	84,300
Howard University	78,900	Catholic University of America	74,400	Howard University	80,700
Catholic University of America	72,400	New Jersey Institute of Technology	Not Reported	University of Pennsylvania	Not Reported
Old Dominion University	Not Reported	Johns Hopkins University	Not Reported	Catholic University of America	Not Reported

2. TOTAL COMPENSATION

FULL PROFESSOR

	1999-2000		2000-01		2001-02
University of Pennsylvania	151,900	University of Pennsylvania	159,500	Princeton University	160,700
Princeton University	145,000	Princeton University	152,400	Georgetown University	137,200
Georgetown University	126,100	Georgetown University	131,800	Carnegie-Mellon University	135,400
Carnegie-Mellon University	123,200	Carnegie-Mellon University	131,000	Johns Hopkins University	133,100
University of Virginia	122,900	University of Virginia	128,400	New Jersey Institute of Technology	132,600
Rutgers University - New Brunswick	119,500	George Mason University	123,900	University of Virginia	130,000
UNIVERSITY OF DELAWARE	116,200	Rutgers University - New Brunswick	123,800	Rutgers University - New Brunswick	128,000
New Jersey Institute of Technology	114,900	UNIVERSITY OF DELAWARE	121,300	UNIVERSITY OF DELAWARE	127,300
Temple University	114,300	College of William and Mary	119,900	University of Maryland - College Park	124,900
George Mason University	113,900	Temple University	117,500	University of Maryland - Baltimore County	124,900
College of William and Mary	113,400	American University	117,500	George Washington University	124,000
Lehigh University	111,300	George Washington University	117,200	American University	123,800
American University	111,100	University of Maryland - College Park	116,500	Virginia Polytechnic Inst. & State University	121,600
Johns Hopkins University	110,800	Lehigh University	115,200	Temple University	121,485
George Washington University	110,800	Pennsylvania State University	112,200	College of William and Mary	120,700
Pennsylvania State University	108,600	University of Pittsburgh - Main Campus	111,400	George Mason University	119,100
University of Maryland - College Park	106,800	Drexel University	110,200	Drexel University	118,400
University of Pittsburgh - Main Campus	105,600	Virginia Polytechnic Inst. & State University	108,200	Lehigh University	118,000
Virginia Polytechnic Inst. & State University	103,800	Virginia Commonwealth University	108,100	Pennsylvania State University	117,700
Drexel University	103,700	Old Dominion University	104,900	Virginia Commonwealth University	108,000
Virginia Commonwealth University	103,300	University of Maryland - Baltimore County	102,600	Old Dominion University	106,300
University of Maryland - Baltimore County	96,200	Howard University	91,400	Howard University	97,600
Howard University	93,300	Catholic University of America	88,700	University of Pennsylvania	Not Reported
Catholic University of America	86,800	New Jersey Institute of Technology	Not Reported	University of Pittsburgh - Main Campus	Not Reported
Old Dominion University	Not Reported	Johns Hopkins University	Not Reported	Catholic University of America	Not Reported

Data Source: 1990 through 2000, ACADEME, Annual Salary Issues; 2001, UD Institutional Research Survey

NOTE: Full Professor salaries and total compensation are inflated by \$1,500 to \$3,000 at institutions with Law Schools as the result of inclusion of Law Faculty in the averages.

Rank Ordering of Average Faculty Salary and Total Compensation, by Rank, at the University of Delaware
and at Category I Doctoral Universities in Mid-Atlantic Region: 1999-2000 Through 2001-02

1. SALARY

ASSOCIATE PROFESSOR

	1999-2000		2000-01		2001-02
University of Pennsylvania	80,500	University of Pennsylvania	83,500	Princeton University	85,900
New Jersey Institute of Technology	77,000	Princeton University	80,200	New Jersey Institute of Technology	84,300
Princeton University	71,900	Carnegie-Mellon University	73,500	Carnegie-Mellon University	78,500
Rutgers University - New Brunswick	70,800	Rutgers University - New Brunswick	72,800	University of Maryland - College Park	74,400
Carnegie-Mellon University	69,700	George Washington University	72,200	George Washington University	74,200
George Washington University	69,100	University of Virginia	71,400	Rutgers University - New Brunswick	74,000
University of Virginia	68,900	Temple University	69,300	Johns Hopkins University	72,000
Temple University	68,800	University of Maryland - College Park	69,200	American University	72,000
Georgetown University	66,700	George Mason University	69,100	Drexel University	71,700
Virginia Commonwealth University	66,700	Virginia Commonwealth University	68,400	Temple University	71,670
Johns Hopkins University	66,000	Georgetown University	68,000	University of Virginia	71,200
UNIVERSITY OF DELAWARE	65,000	Drexel University	67,600	Georgetown University	71,100
College of William and Mary	64,900	UNIVERSITY OF DELAWARE	67,100	UNIVERSITY OF DELAWARE	70,000
Drexel University	64,100	American University	67,000	George Mason University	68,400
George Mason University	63,600	College of William and Mary	66,500	Lehigh University	66,500
University of Maryland - College Park	63,500	Lehigh University	65,600	Virginia Commonwealth University	67,000
Lehigh University	63,200	Virginia Polytechnic Inst. & State University	64,100	Virginia Polytechnic Inst. & State University	67,000
American University	61,800	University of Pittsburgh - Main Campus	63,600	Pennsylvania State University	66,500
University of Pittsburgh - Main Campus	60,600	Pennsylvania State University	63,400	College of William and Mary	66,200
Virginia Polytechnic Inst. & State University	60,500	University of Maryland - Baltimore County	61,100	University of Pittsburgh - Main Campus	65,300
Pennsylvania State University	60,400	Old Dominion University	60,300	University of Maryland - Baltimore County	64,300
Howard University	57,800	Howard University	59,300	Howard University	61,400
University of Maryland - Baltimore County	57,300	Catholic University of America	54,700	Old Dominion University	59,900
Catholic University of America	53,300	New Jersey Institute of Technology	Not Reported	University of Pennsylvania	Not Reported
Old Dominion University	Not Reported	Johns Hopkins University	Not Reported	Catholic University of America	Not Reported

2. TOTAL COMPENSATION

ASSOCIATE PROFESSOR

	1999-2000		2000-01		2001-02
University of Pennsylvania	107,800	University of Pennsylvania	112,000	Princeton University	105,800
New Jersey Institute of Technology	92,200	Princeton University	99,500	New Jersey Institute of Technology	103,100
Princeton University	89,100	Carnegie-Mellon University	93,500	Carnegie-Mellon University	99,900
Carnegie-Mellon University	88,400	Rutgers University - New Brunswick	90,600	UNIVERSITY OF DELAWARE	92,500
Rutgers University - New Brunswick	88,100	University of Virginia	89,200	Rutgers University - New Brunswick	92,500
Temple University	86,800	UNIVERSITY OF DELAWARE	88,000	Johns Hopkins University	92,200
University of Virginia	86,100	George Mason University	87,700	Temple University	90,820
UNIVERSITY OF DELAWARE	84,800	Temple University	87,200	University of Maryland - College Park	90,200
Georgetown University	84,400	George Washington University	86,500	Georgetown University	90,200
Lehigh University	83,000	Georgetown University	86,500	Drexel University	89,700
George Washington University	82,500	Lehigh University	85,500	George Washington University	89,400
Johns Hopkins University	81,600	University of Maryland - College Park	84,500	University of Virginia	88,300
Virginia Commonwealth University	81,200	Virginia Commonwealth University	84,500	Virginia Polytechnic Inst. & State University	87,900
College of William and Mary	80,600	Drexel University	83,400	Lehigh University	87,700
George Mason University	80,500	College of William and Mary	83,200	American University	86,700
Drexel University	79,400	American University	80,700	George Mason University	84,000
University of Maryland - College Park	77,900	University of Pittsburgh - Main Campus	79,400	Virginia Commonwealth University	83,300
Virginia Polytechnic Inst. & State University	76,000	Virginia Polytechnic Inst. & State University	78,800	College of William and Mary	82,800
University of Pittsburgh - Main Campus	75,800	Pennsylvania State University	78,200	Pennsylvania State University	82,100
Pennsylvania State University	75,100	Old Dominion University	75,800	University of Maryland - Baltimore County	77,800
American University	74,400	University of Maryland - Baltimore County	74,100	Old Dominion University	77,400
University of Maryland - Baltimore County	69,900	Howard University	71,700	Howard University	75,300
Howard University	69,200	Catholic University of America	66,400	University of Pennsylvania	Not Reported
Catholic University of America	60,400	New Jersey Institute of Technology	Not Reported	University of Pittsburgh - Main Campus	Not Reported
Old Dominion University	Not Reported	Johns Hopkins University	Not Reported	Catholic University of America	Not Reported

Rank Ordering of Average Faculty Salary and Total Compensation, by Rank, at the University of Delaware and at Category I Doctoral Universities in Mid-Atlantic Region: 1999-2000 Through 2001-02

1. SALARY

ASSISTANT PROFESSOR

	1999-2000		2000-01		2001-02
University of Pennsylvania	67,000	University of Pennsylvania	73,100	University of Maryland - College Park	69,200
Carnegie-Mellon University	63,200	Carnegie-Mellon University	68,100	New Jersey Institute of Technology	68,200
Drexel University	61,200	Drexel University	64,300	Drexel University	65,800
New Jersey Institute of Technology	60,600	University of Maryland - College Park	64,200	Princeton University	65,300
University of Maryland - College Park	57,500	Princeton University	62,600	Lehigh University	62,300
Princeton University	56,000	George Washington University	56,900	Johns Hopkins University	60,100
Johns Hopkins University	54,800	University of Virginia	56,600	George Washington University	58,400
University of Virginia	53,700	Lehigh University	56,300	Georgetown University	57,800
George Washington University	53,400	Rutgers University - New Brunswick	55,300	University of Virginia	56,800
Rutgers University - New Brunswick	53,100	Virginia Polytechnic Inst. & State University	54,200	Rutgers University - New Brunswick	56,700
UNIVERSITY OF DELAWARE	52,100	College of William and Mary	54,000	University of Pittsburgh - Main Campus	56,300
Georgetown University	52,100	Virginia Commonwealth University	53,700	Carnegie-Mellon University	56,200
Virginia Commonwealth University	52,100	UNIVERSITY OF DELAWARE	53,500	American University	56,200
Lehigh University	51,800	Georgetown University	53,400	UNIVERSITY OF DELAWARE	56,100
College of William and Mary	51,600	University of Pittsburgh - Main Campus	53,100	Pennsylvania State University	56,000
Virginia Polytechnic Inst. & State University	51,600	Pennsylvania State University	52,700	Virginia Polytechnic Inst. & State University	55,400
Howard University	51,000	American University	52,400	College of William and Mary	55,400
University of Pittsburgh - Main Campus	50,800	University of Maryland - Baltimore County	52,300	University of Maryland - Baltimore County	55,300
American University	50,600	George Mason University	51,200	Virginia Commonwealth University	53,600
Pennsylvania State University	50,200	Old Dominion University	50,300	Temple University	51,670
George Mason University	48,500	Temple University	50,000	George Mason University	51,600
University of Maryland - Baltimore County	48,300	Howard University	49,500	Old Dominion University	51,600
Temple University	46,800	Catholic University of America	46,600	Howard University	50,500
Catholic University of America	44,800	New Jersey Institute of Technology	Not Reported	University of Pennsylvania	Not Reported
Old Dominion University	Not Reported	Johns Hopkins University	Not Reported	Catholic University of America	Not Reported

2. TOTAL COMPENSATION

ASSISTANT PROFESSOR

	1999-2000		2000-01		2001-02
University of Pennsylvania	90,300	University of Pennsylvania	98,600	Carnegie-Mellon University	89,100
Carnegie-Mellon University	79,700	Carnegie-Mellon University	86,600	University of Maryland - College Park	84,200
Drexel University	74,900	University of Maryland - College Park	78,400	New Jersey Institute of Technology	82,900
New Jersey Institute of Technology	74,000	Princeton University	77,800	Princeton University	81,000
University of Maryland - College Park	70,300	Drexel University	77,400	Drexel University	79,600
Princeton University	69,300	Rutgers University - New Brunswick	71,000	Johns Hopkins University	77,200
UNIVERSITY OF DELAWARE	68,400	University of Virginia	70,700	Lehigh University	76,800
Rutgers University - New Brunswick	68,300	UNIVERSITY OF DELAWARE	70,000	UNIVERSITY OF DELAWARE	73,800
Johns Hopkins University	68,300	Lehigh University	69,300	Virginia Polytechnic Inst. & State University	73,400
University of Virginia	67,600	George Washington University	68,400	Rutgers University - New Brunswick	73,200
Virginia Polytechnic Inst. & State University	65,400	College of William and Mary	68,400	George Washington University	70,600
College of William and Mary	64,800	Virginia Polytechnic Inst. & State University	67,200	Georgetown University	70,500
Georgetown University	64,700	University of Pittsburgh - Main Campus	66,700	University of Virginia	70,300
George Washington University	64,300	Virginia Commonwealth University	66,400	College of William and Mary	69,900
Lehigh University	63,900	Georgetown University	65,900	Pennsylvania State University	69,100
University of Pittsburgh - Main Campus	63,900	George Mason University	65,600	American University	67,600
Virginia Commonwealth University	63,200	Pennsylvania State University	65,000	University of Maryland - Baltimore County	67,300
Pennsylvania State University	62,500	University of Maryland - Baltimore County	63,800	Old Dominion University	67,100
Howard University	61,900	American University	63,600	Virginia Commonwealth University	66,600
George Mason University	61,800	Old Dominion University	63,100	George Mason University	64,000
American University	60,700	Temple University	61,200	Temple University	63,920
University of Maryland - Baltimore County	59,000	Howard University	61,100	Howard University	62,600
Temple University	58,400	Catholic University of America	56,200	University of Pennsylvania	Not Reported
Catholic University of America	54,500	New Jersey Institute of Technology	Not Reported	University of Pittsburgh - Main Campus	Not Reported
Old Dominion University	Not Reported	Johns Hopkins University	Not Reported	Catholic University of America	Not Reported