LOCATION
The state of Delaware sits in the heart of the mid-Atlantic seaboard, halfway between Washington, D.C. and New York City. It is a state rich in shoreline, farmland, and bustling city life. The shore resorts of Delaware, New Jersey and Maryland and the recreational areas and ski slopes of the Pocono Mountains are also about two hours away.

The main campus of the University, situated in the northwest corner of the state in the town of Newark (pronounced New Ark, as it was once spelled), offers a traditional small-town college atmosphere in a location that affords easy access to major cultural and entertainment centers in nearby metropolitan areas.

The University of Delaware main campus is located midway between New York City and Washington, D.C. (about a two-hour drive to either), and midway between Philadelphia, Pennsylvania, and Baltimore, Maryland (about a one-hour drive to each). The campus is close to the Northeast Amtrak line, minutes from the I-95 corridor, and midway between two major international airports (Philadelphia and BWI).

For further information, please contact:
UD ADVANCE
University of Delaware
Newark, DE 19716
ud-advance@udel.edu
www.engr.udel.edu/advance

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 University of Delaware prohibits sexual harassment, including sexual violence. The following person has been designated to handle inquiries regarding the Americans with Disabilities Act, the Rehabilitation Act, and related statutes and regulations: Tom Wolfe, Director, Office of Disabilities Support Services, 240 Academy Street, Alison Hall Suite 119, University of Delaware, Newark, DE 19716, 302-831-4631. 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: Brenda A. Boll, Chief Policy Advisor, Office of Equity and Inclusion, 305 Hubbard Hall, University of Delaware, Newark, DE 19716, 302-831-8063. The following individuals have been designated as deputy Title IX coordinators for Athletics, Rhonda W. DuBois, Vice President for Finance and Administration, 220 Hubbard Hall, University of Delaware, Newark, DE 19716, 302-831-2798; and for Student Life, Dawn Thompson, Dean of Students/AVP for Student Life, 101 Hubbard 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. • 2012/13.
FAMILY FRIENDLY POLICIES

The University of Delaware has developed a number of policies that promote a family friendly campus climate. Indeed, the University has received national recognition as one of twenty-nine “Leadership Campuses” in the nation because of its programs designed to help faculty balance work and family responsibilities. These include maternity leave, stop the tenure clock for childbirth and parenting, family leave, and child care. In addition, the University offers a research semester option for tenure-track faculty.

MATERNITY LEAVE

The University and the AAUP recognize that childbirth and adoption can affect the teaching availability of a faculty member. Department chairpersons 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. One such option is to be granted a one semester administered load that allows a choice of either partial or full relief from teaching during the semester of the birth or the adoption of the child or immediately following the birth or adoption. To do so, the faculty member must be the primary caregiver. The Vice President for Administration and the AAUP Contract Maintenance Officer are available to discuss such options with faculty and department chairs.

From the Collective Bargaining Agreement, 10-13

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 shall be granted upon written notification to the department chair or program director, 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.

From the Faculty Handbook

FAMILY LEAVE POLICY

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 University 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 University’s 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.

From the Collective Bargaining Agreement, 10-13; Faculty Handbook

RESEARCH SEMESTER

In order to assist new faculty with their professional development and progress towards 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. For further information, consult with your department chairperson.

From the Faculty Handbook

FSA’s

FSA’s allow faculty to set aside pre-tax dollars on an annual basis to pay for daycare services. FSA contributions range from $120 to $5,000 depending on daycare needs, which include children under age 13, dependent parents/in-laws, and/or a disabled spouse.

CHILD CARE

The University of Delaware sponsors access to the Child Care Referral Service and Online Request provided by The Family & Workplace Connection, the most comprehensive and current source of childcare information in Delaware, Eastern Maryland, and Southeastern Pennsylvania. The service provides UD faculty and staff referrals to infant and toddler care, preschools, before and after school care, and summer camp programs.

The College of Education and Human Development sponsors The Laboratory Preschool. This on-campus preschool is a learning laboratory for graduate and undergraduate students, a research facility, and a resource to the community.

Located near campus, UD’s Early Learning Center provides high quality early childcare, education, and family support services. The center reserves a portion of the available space in its childcare program for children of UD employees.

The University also has an arrangement with the Chesapeake Bay Girl Scout Council, Campus Kids, for faculty/staff/student after school childcare for children ages 3-13

SAME-SEX SPOUSE BENEFITS

Individuals who enter into a lawful same-sex civil union in Delaware, or whose same-sex marriage is a recognized civil union under Delaware law, will have the same rights, benefits, protections and responsibilities as married persons under Delaware law.