CRC RESOLUTION: Addition of Collegiality Language to Handbook 4.04 C (Introduction to “University Standards for Collegial Review”)

Whereas, the Collegial Review Council was asked in AY 2010-2011 and 2011-2012 to consider the addition of “collegiality” within the Faculty Handbook, a request coming from faculty caucus, and stemming from conversations following a Fall 2011 Department Heads Workshop; and,

Whereas, for the sake of transparency, articulation within the Faculty Handbook of the presence of collegiality in the UNC Code (Policy 101.3.1.II.B states that: “if personal characteristics can be shown to impede a faculty member’s capacity to relate constructively to his or her peers, in a necessarily collegial environment, withholding advancement may be warranted”) will aid candidates and committee members in the collegial review process by clarifying all expectations for professional behavior; and,

Whereas, many departments and colleges have already chosen to include collegiality within their revised DCRDs and / or College by-laws; and,

Whereas, this resolution does not create or change policy, but merely articulates conditions that already exist and pertain to collegiality within the UNC Code (as mentioned above);

Be it resolved that, the Collegial Review Council recommends that the following additions be made to the Faculty Handbook, 4.04 C. The new language (**in bold, underlined type**) is provided within extant language for the sake of context and intelligibility. [[1]](#endnote-1)

RESOLUTION:

C. University Standards for Collegial Review

Faculty members at Western Carolina University are expected to be effective teachers, to be practicing scholars in their disciplines, and to provide meaningful service to the University and the community. The particular mix of these expected activities will vary as a function of departmental missions and the role of the faculty member in the department. Tenure-track or tenured faculty members should be active in all three areas. **Overarching expectations of all faculty include professionalism and collegiality. Collegiality is not a separate criterion upon which faculty are assessed, unless otherwise dictated within DCRDs or College by-laws. Collegiality entails shared responsibility and effective cooperation to achieve common goals. Moreover, collegiality among associates must involve appreciation of and respect for differences in expertise, ideas, and background. The concept of collegiality, however, should be distinguished from congeniality; to be congenial is parallel with sociability and agreeableness, while collegiality is a positive and productive association with colleagues. A person need not be congenial to be collegial. See also UNC Policy Manual 101.3.1.II.B.** The following minimum university standards provide the groundwork for departments to establish specific criteria for collegial review.

1. *ENDNOTE NOT FOR INCLUSION IN HANDBOOK: FOR SENATE INFORMATION ONLY.* *The proposed language was based on other model collegiality statements and scholarship on collegiality from a number of academic sources, included here: College of Education Reappointment, Promotion and Tenure Standards and Procedures -* <http://policies.ncsu.edu/rule/rul-05-67-204> ; AAUP statement on collegiality, “On Collegiality as a Criterion for Faculty Evaluation,” 1999. [www.aaup.org/AAUP/pubsres/policydocs/contents/collegiality.html](http://www.aaup.org/AAUP/pubsres/policydocs/contents/collegiality.html) ; “Best Practices for Considering Collegiality and Service as Components of Academic Performance,” Office of Academic Affairs, University of Wyoming. [www.uwyo.edu/acadaffairs](http://www.uwyo.edu/acadaffairs) ; Cho, Sumi. “Unwise, Untimely, and Extreme: Redefining Collegial Culture in the Workplace and Revaluing the Role of Social Change,” *U.C. Davis Law Review* 805 (2005-2006); Connell, Mary Ann, Kerry Brian Melear, Frederick Savage, “Collegiality in Higher Education Employment Decisions: The Evolving Law,” *Journal of College and University Law* Vol 37, No. 3 (Summer 2011), pp. 529-587. (extensive references); Connell, Mary Ann, and Frederick Savage, “Does Collegiality Count?” *Academe Online* (Nov.-Dec. 2001); Connell and Savage, “The Role of Collegiality in Higher Education Tenure, Promotion, and Termination Decisions,” *Journal of College and University Law*, 2001; Fischer, M. “Defending Collegiality” *Inside Higher Ed.* May 04, 2009; Hatfield, R. D. "Collegiality in higher education: Toward an understanding of the factors involved in collegiality.” *Journal of Organizational Culture, Communications, and Conflicts*: Vol. 10, No. 1 (January 2006); pp. 11-199; <http://findarticles.com/p/articles/mi_m1TOT/is_1_10/ai_n25009728>; Heiser, G. “’Because the Stakes Are So Small’: Collegiality, Polemic and Professionalism in Academic Employment Decisions,” U. Kansas Law Review 385 (2004), pp. 388-389; Lee, B. A. “Higher Education and the Law: Academic Affairs and Faculty Issues.” *Proceedings, 13th Annual Conference on Legal Issues in Higher Education*, Burlington VT, 5-7 October 2003.; Mawdsley, R. “Collegiality as a Factor in Tenure Decisions,” *Journal of Personnel Evaluation in Education* 13:2 (1999): pp. 167-177; Weeks, K. “Collegiality and the Quarrelsome Professor,” in *Lex Collegii: Newsletter for Higher Education*. [www.collegelegal.com/lccolleg.htm](http://www.collegelegal.com/lccolleg.htm) (See especially the useful bibliography including cases and secondary literature).

   [↑](#endnote-ref-1)