Faculty Senate Routing Form
(action/proposal attached)

I. Item Title: Addition of Collegiality Language to Handbook 4.04 C (Introduction to “University Standards for Collegial Review”)

   a) Brief Description: See Attached

   b) Initiated by: CRC

II. Faculty Senate Action: X approved  □ not approved  □ other date: 4/25/2012

   Vote: □ Voice Vote, Unanimous  Voice Vote, Majority In Favor

   X Electronic Clicker: 14 Ayes 11 Nays 1 Abstention

   FS Secretary signature Rebecca Lasher date 5-3-2012

III. Provost: □ for information  □ Recognition of Receipt

       □ for action………………... □ approved  □ not approved

   Comments: ________________________________________________________________

   ________________________________________________________________

   Person responsible for Implementation: Mark Land, Assoc. Provost (Faculty handbook)

   Provost signature: Beth Lapon Lofquist date 5-8-12

IV. Chancellor: □ for information  □ Recognition of Receipt

       □ for action………………... □ approved  □ not approved

   Comments: ________________________________________________________________

   ________________________________________________________________

   Chancellor signature Daniel B. Seligman date 17-May-2012

Once finalized copies will be returned to the Provost Office’s representative who will scan and distribute electronically to:

Chancellor
Provost
Chair of Faculty Senate
Secretary of the Faculty Senate
Associate Vice Chancellor for Academic Affairs (for catalog and handbook)
Associate Dean of Graduate School (for catalog)
Others (i.e. person responsible for implementation)

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

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.
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.collegelegal.com/jellecol.htm (See especially the useful bibliography including cases and secondary literature).