CRC RESOLUTION: INCLUSION OF COLLEGIALITY STATEMENT IN

FACULTY HANDBOOK 4.04 C

Whereas, collegiality in higher education is an issue which is a significant, yet is often unstated within many DCRDs and in the university standards, and

Whereas, for the sake of transparency, articulation of a faculty concept of collegiality will help clarify both positive and negative expectations of behavior and professionalism,

Whereas, the Collegial Review Council sees collegiality as essential to articulate, but does not recommend that collegiality be considered as a separate, fourth category of evaluation, but rather is embedded within all three categories of teaching, scholarship and service,

Whereas, this resolution does not create or change policy, but merely articulates conditions that already exist and pertain to collegiality,

Be it resolved that, the Collegial Review Council recommends that the following additions (in bold) be made to the Faculty Handbook, 4.04 C:

4.04 Western Carolina University Collegial Review

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 **of teaching, scholarship and service**.

**Additionally, collegiality, by university standards, is not a distinct category to be assessed independently of teaching, scholarship, and service, but it is an integral part of our work with students, staff, colleagues, and administrators. Collegiality entails shared responsibility among colleagues. Collegiality also involves appreciation of and respect for differences in expertise, ideas, and background, in addition to mutual trust. Collegiality should be viewed as a professional, not personal, criterion relating to performance. Collegiality is not the same as congeniality or conformity of opinion. Disruptive, or non-collegial, behavior interferes with the ability of colleagues to achieve the mission and goals of the University. Non-collegial behavior may be grounds for denial of reappointment, tenure, promotion or post-tenure review. Collegiality may be defined according to more specific and relevant disciplinary parameters, if desired, in DCRDs.**

The following minimum university standards provide the groundwork for departments to establish specific criteria for collegial review.