

University of Arkansas at Pine Bluff

Faculty/Staff Handbook

Policy: **COLLEGIALITY**

Policy #: **7.3**

The University of Arkansas has a tradition of collegiality and shared governance and strives to maintain these standards as a mainstay of its institutional culture. The University of Arkansas at Pine Bluff Governance affirms "Respect for the intrinsic dignity of each member of the University community, both by the University itself and by each member of that community, is the basic cornerstone governing all community activities." This university is a community whose varied functions, responsibilities, and contributions are supportive of the instructional, research, and service mission of the institution. Collegial interactions as referenced throughout this policy are those interactions that occur among and between colleagues, subordinates, supervisors, administrators. Collegial interactions are essential to support that mission in an effective, efficient, and ethical manner.

Collegiality represents an expectation of a professional relationship among colleagues with a commitment to sustaining a positive and productive environment as critical for the progress and success of the university community. It consists of collaboration and a shared decision-making process that incorporates mutual respect for similarities and for differences - in background, expertise, judgments, and points of views, in addition to mutual trust. Central to collegiality is the expectation that members of the university community will be individually accountable to conduct themselves in a manner that contributes to the university's academic mission and high reputation. Collegiality among associates involves a similar professional expectation concerning constructive cooperation, civility in discourse, and engagement in academic and administrative tasks within the respective units and in relation to the institutional life of the university as a whole. Collegiality is not congeniality nor is it conformity or excessive deference to the judgments of colleagues, supervisors and administrators; these are flatly oppositional to the free and open development of ideas. Evidence of collegiality is demonstrated by the protection of academic freedom, the capacity of colleagues to carry out their professional functions without obstruction, and the ability of a community of scholars to thrive in a vigorous and collaborative intellectual climate.

Allegations or complaints of a documented pattern of frequent and pervasive activity that clearly interferes with the professional working environment, or a severe uncollegial act, if found to be supported, will constitute a violation of this policy. Such allegations will be examined in a reasonable, objective, and expedient manner, and in accordance with applicable federal and state employment laws and university due process procedures. This policy is intended to ensure the right of all faculty and staff (supportive professional and operating staff) to perform their individual and collaborative roles in an environment that is free from incivility, misuse of authority, intimidation, retaliation, and infringement upon personal and academic freedoms.

The consequences of uncollegial activity may be the creation of an unprofessional and/or hostile environment that alters the conditions of the employment/academic environment. Unlike discrimination or harassment, uncollegial activity may not be directed at a specific identified target to have a negative impact on the employment/academic environment.

Any administrator, faculty, staff member, who experiences and/or witnesses possible uncollegial conduct has the right to report this activity and all supporting evidence to the applicable university administrator.

The University encourages the maintenance of a positive employee-relations environment that includes effective communication and feedback and attempts to informally resolve complaints. In the absence of a resolution, the allegation or complaint may be submitted for formal examination according to the university's Grievance Procedures for Faculty and Staff.

Resource(s):
Approved by:
Approval date:
Custodian: