

What does collegiality mean to me?

Jot down your thoughts about collegiality.

Collegiality

cooperative interaction among colleagues

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Faculty ADVANCE Workshop

Louisiana Tech University

Why is Collegiality Important?

- Collegiality correlates with institutional effectiveness
- Faculty satisfaction correlates with collegial environment

Collegiality ≠ Fitting in

- Implication for use in tenure decisions
- Collegiality is a relation rather than behavior

Collegiality as a Criterion for Tenure

- Courts of law have upheld lack of collegiality as justification for denial of tenure
- AAUP (American Association of University Professors)
 - Discourages collegiality as the “fourth criterion” of evaluation for tenure
 - Rationale: Collegiality is required for the successful execution of the “three criteria”
- IF collegiality is viewed as “fitting-in,” discriminatory practices may ensue

Louisiana Tech Policies

- **Policy 2109 - Criteria for Evaluation of Faculty**
 - “Each person with faculty rank is expected to be engaged in the University's main functions of instruction, research, and service.”
 - “4. Collegiality
 - Faculty are to conduct themselves in a professional and collegiate manner consistent with being a productive citizen of the department, college, and University community (Policy #2110)”

Louisiana Tech Policies

- **Policy 2110 - Relations with Colleagues**
 - The University is a community of scholars. As such, the University has the obligation to maintain an environment conducive to the sharing and discovery of knowledge. Faculty are to conduct themselves in a professional and collegiate manner consistent with being a citizen of the University community. Acts which are detrimental to the University environment are in violation of University policy.

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Required Documentation for

Tenure

- **Material to be Included by the Faculty Member:**
- Completed Form A and Form B.
- Documentation of annual goal setting, self-evaluations, and administrative evaluations for each of the preceding five years, as reflected in the annual planning documents.
- A detailed professional vita reflecting the faculty member's instruction, research, creative and performing arts, and services.
- Evidence of teaching effectiveness.
- Evidence of scholarly or creative activity.
- Evidence of services.
- Other items as required by the faculty member's College.

Moving forward, what would you like to see the role of collegiality be in the Unit/College/University?

And what are you prepared to do to see that happen?