Resolution Number: RS04-234
January, 2004

Resolution Reaffirming
SFSU’s Standards of Collegial Behavior,
#RS04-233

Whereas The values embedded in the concept of “collegiality” represent behavioral expectations as well as a general ethos; and

Whereas The SFSU policy entitled “Criteria for Retention and Tenure” -- http://www.sfsu.edu/~acaffrs/facman/append-2.htm#997140 -- states that candidates for retention or tenure on this campus should exhibit “professional ethics and principles, and accept[s] responsibility for working effectively with colleagues to achieve department, college, and university goals”; and

Whereas The standard of collegial behavior articulated in this policy applies to all faculty; but is very non-specific in its language; and

Whereas It is the responsibility of every college or university to ensure that all faculty, temporary as well as permanent, are acquainted with these principles and expectations -- which set the standard for performance of professional roles and responsibilities in higher education; and

Whereas The values of the professoriate as an entity unto itself may at times conflict with the values or desires of specific academic disciplines; and

Whereas It is always prudent to prevent avoidable problems, in this case by ensuring that all members of the University community be made aware of the standards and expectations of the setting in which they have chosen to work; and

Whereas Lapses in collegial behavior often have painful, deep, and long-lasting consequences that can corrode morale; destroy trust, respect, and personal relationships; constrain effective functioning of academic programs; and damage careers; and
**Whereas** Major institutional crises often have among their first casualties adherence to the ethos and to the high standards of interpersonal conduct that define collegial behavior; therefore be it

**Resolved** That the Academic Senate of SFSU strongly reaffirm its belief in the behavioral demonstrations of collegiality: candor in the discussion of professional matters; trustworthiness in the execution of professional duties and tasks; reliability in adherence to a high ethical standard of conduct as is assumed in all professional domains; ‘transparency’ in decision-making processes; and the other related demonstrations of professional maturity so often taken for granted but often breached in various ways; respect for differences in perspective; and further be it

**Resolved** That the Academic Senate of SFSU heartily commend those members of the University community -- faculty, staff, and administrators -- who demonstrate their adherence to the principles and spirit of collegiality in program/department, School, College, and all-University governance; and further be it

**Resolved** That the Academic Senate of SFSU urge the university to discuss in some depth at new faculty orientation the principles and values of the professoriate, with special attention to collegial behavior.

*** Approved by the Academic Senate on May 11, 2004 ***