

The Importance of Collegiality to the Quality of the Workplace Environment

College of Agriculture and Life Sciences

Collegiality can be defined as the ability for an individual to work productively with faculty, students, colleagues, staff members and constituents in all environments impacted by the university. Collegiality encompasses the basics of the professional ethics of the academic world: Respect for persons, integrity of intellectual inquiry, concern for the needs and rights of students and clientele, and awareness of workplace safety.

Collegiality should not be confused with sociability or likability, but rather as the professional criterion relating to the individual's performance of his or her duties within an academic unit that are compatible and consistent with the unit's mission and long-term goals. Collegiality is a basic expectation of all employees and is essential in maintaining or improving the academic quality of an institution. Each member in CALS must interact with colleagues with civility and professional respect. All should exhibit an ability and willingness, when appropriate, to engage in shared academic and administrative tasks that a department group must often perform, and participate with some measure of reason and knowledge in discussions germane to department policies and programs.

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