



Sample Collegiality Language^{*}

“Departmental citizenship” is a departmental service requirement designed to foster a positive working environment and promote cooperation and collegiality. A candidate for hiring, promotion or tenure is expected to act professionally and ethically, be open to the ideas of other department faculty and staff, and assist other department members in carrying out the work of the department. Actively participating in department committee work, working with other department members to promote teaching, research and service excellence and solve problems that arise in the course of department work, and covering classes for colleagues are examples of positive departmental citizenship. “Departmental citizenship” is not meant to discourage the putting forth of diverse points of view nor to limit the department to backgrounds, interests, political and social perspectives similar to its current state, but to encourage the eventual productive resolution of issues and the progress of the department. Failure to engage in positive departmental citizenship may lead to a negative evaluation, and consequently a negative recommendation for reappointment, tenure or promotion.

Sample Equity, Diversity, and Inclusiveness (EDI) Language^{*}

For the purposes of this document, and specifically in regard to the performance review criteria, *equity* is defined as the commitment to fair and just treatment for all persons, regardless of how their differences depart from the dominant culture of the department. *Diversity* is defined as the intentional acknowledgment and engagement of differences, including but not limited to differences in race, ethnicity, gender, sexual orientation, social and economic class, ability/disability, age, and religion. *Inclusiveness* is defined as valuing and respecting the perspectives and contributions of all individuals.

One (of several ranked) criteria for evaluation of teaching:

- develop and use curriculum and/or classroom activities that engage a diverse student population or make the existing population more aware of equity, diversity, inclusiveness or other global and social issues

One (of several ranked) criteria for evaluation of scholarship:

- conduct disciplinary research that includes a focus on equity, diversity, and inclusiveness.
- participate in professional development activities (workshops, panels) that address equity, diversity, and inclusiveness issues.

One (of several ranked) criteria for evaluation of service and advising:

- active organization of, or effective and constructive participation in, activities that promote equity, diversity, and inclusiveness in the department, college, and/or university.
-

**Academic Affairs thanks the Department of Computer Science for sharing much of the above language from their Departmental Evaluation Plan.*