

What is Collegiality?

- As a **noun**, collegiality means cooperative interaction among colleagues.
- As an **adjective**, collegial indicates the way a group of colleagues take collective responsibility for their work together with minimal supervision from above.
- “Collegiality refers to opportunities for faculty members to feel that they belong to a mutually respected community of scholars who value each faculty member’s contributions to the institution and feel concern for their colleagues’ well-being.” (Gappa, Austin, & Trice, 2007, p. 305).
- Collegiality represents a reciprocal relationship among colleagues with a commitment to sustaining a positive and productive environment as critical for the progress and success of the university community.
- Collegiality is a multi-dimensional construct that permeates the successful execution of all parts of the tripartite: scholarship, learning, and service.

Collegiality and Campus Culture

- Collegiality is an important predictor of faculty retention. (Norman, Ambrose, & Huston, 2006).
- “A campus culture that values collegiality and civility is among the most important contributions a university can make.” (Cipriano, 2011, p. 12).

Incivility, Bullying, and Harassment

- Incivility often manifests itself as bullying behaviors. (Koonin & Green, 2004).
- Uncivil and bullying behaviors in the workplace include covert hostility, verbal hostility, manipulation, and physical hostility. (Rospenda & Richman, 2004).
- Academia: 18% - 68% rates of workplace harassment. (Hubert and Van Veldhoven, 2001; Keashly and Heuman, 2010).