



Respect Committee  
Executive Summary

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## **CHARGE**

The Committee was charged by the Office of the Vice Provost for Diversity in Fall 2015. The charge of the Respect Committee has been to explore avenues in order to incorporate respect throughout the University of Delaware. The work of the committee should result in the development of recommendations in order to implement a meaningful culture change within the University community. These recommendations should encompass the entire campus community in regards to how we work, learn, teach and interact with one another on a regular basis regardless of affiliation on campus, faculty, staff or student. In an effort to incorporate a diversity of viewpoints, the committee was made up of ten departments' representatives of University faculty, exempt and non-exempt staff, both undergraduate and graduate students.

## **TIME LINE**

### ***Fall 2015***

At the direction of the Vice Provost for Diversity the Respect Committee occurred in August 2015 under the leadership of the Office of Human Resources and with guidance from the Vice Provost for Diversity.

The first task of the Respect Committee, and ongoing throughout the duration of the committee's existence, was to review respect and civility statements including initiatives in place at other institutions. Before decisions regarding national trends or best practices are incorporated into the committee's work, the committee believed it was important to first define what respect looked like on our campus.

In drafting the Statement of Respect & Responsibility, the committee believed it should be applicable to all members of the community: faculty, staff, and students (both undergraduate and graduate). Another goal was to ensure the statement did not infringe upon academic freedom or first amendment rights, but rather provide the possibility for intellectual debate and the development of a scholastic atmosphere in a manner that is beneficial to the University. The committee also felt it was important to incorporate language of our current governing documents. The "Statement of Responsibility" highlighted the concept of respect but was not robust enough to meet the needs of campus. As a result, the Respect Committee drafted a value statement, "Statement of Respect & Responsibility".

### ***Spring 2016***

In April 2016, the Office of the Vice Provost for Diversity supported speaker Dr. Paul Marciano to come to campus. He provided guidance on how to use his RESPECT Model (Marciano, 2010). According to Dr. Marciano, in a respectful organization, strong relationships are built to create a stronger connection to the organization, its leadership, team members, the work and one's self as the individual. "Culture drives behavior and behavior reinforces culture" (2010, 34).

### ***Fall 2016***

In supporting the work of the Vice Provost for Diversity, OEI became a partner in the work of the Respect Committee and became a co-chair and support to HR. The Respect Committee envisioned a platform in which information specific to respectful initiatives could be communicated and regularly updated. A website, maintained by the Office of Equity and Inclusion, was developed over the course of the Fall 2016 semester <http://sites.udel.edu/oei/respect-and-responsibility/>.

***Spring 2017***

In February 2017, the proposed Statement of Respect and Responsibility was disseminated throughout the campus community and feedback was requested. On a scale of “1” (*I do not support the statement*) to “4” (*I support the statement entirely*), the chart below is the distribution of responses.

<b>Rating</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>All</b>	5	5	58	201
<b>Faculty</b>	4	2	24	40
<b>Employee</b>	1	3	34	151

**THE STATEMENT OF RESPECT & RESPONSIBILITY**

The proposed value statement, drafted by the Respect Committee, states:

**Statement of Respect & Responsibility**

The University of Delaware community values both personal and academic freedom. Each member of the campus community has the responsibility to promote an atmosphere in which the free exchange of ideas and opinions can flourish. All members have the right to benefit from this atmosphere. We realize these values by learning from individual and collective differences, and by engaging with every human being, through:

- **RESPECT:** We value individual differences, intersections of identities and life experiences. Understanding inclusion means listening to various viewpoints, which strengthens our community and supports our intellectual growth.
- **CULTURE:** We ensure a welcoming campus culture that advocates for each individual’s voice to be heard.
- **GROWTH:** We seek self-awareness to strengthen connections and relationships with others. We engage in open dialogue that builds trust and support.
- **INTEGRITY:** We pride ourselves on honesty and transparency. Leadership, accountability, and professionalism nurture a positive campus climate and community.
- **ENGAGEMENT:** We collaborate with local, national and international communities to make significant contributions through research, teaching, learning and service.

In joining the UD community, we understand and acknowledge the importance of embracing this Statement of Respect and Responsibility.

**WORK CITED**

Marciano, P. (2010). *Carrots and Sticks Don't Work: Build a Culture of Employee Engagement with the Principles of RESPECT*. New York: McGraw-Hill.