

Professional Conduct Guidelines Committee – Charge and Call for Nominations

One of the topics that emerged over the course of multiple conversations this summer was the issue of *professionalism* and the meaning of *professional conduct* in our day-to-day work lives, interactions with each other, and among graduate students, faculty, and staff. Many felt that some faculty members' expectations are grounded in long-standing white supremacist views of higher education and the Accountability Committee recommended the establishment of a formal code of conduct. Based on insights derived from conversations several members of the department have had with the Ombudsperson, we propose to establish a diverse committee of graduate students, staff, and faculty to discuss and develop a new set of communally-derived collective guidelines to facilitate our interactions and conduct within the department.

The primary task of this committee will be to 1) solicit ideas from graduate students, staff, and faculty, 2) review the existing university-level and professional standards governing professional conduct, and 3) produce a formal set of values, guidelines, and procedures for consideration and adoption by all constituencies.

This group may wish to review, incorporate, adapt, or revise ideas from the faculty's previously adopted (October 2016) "Faculty Meeting Agreements" (see below). Perhaps most importantly, these new guidelines and procedures should help to facilitate and ensure that we move closer to becoming the Antiracist department that we all wish to become.

Dr. Birthe Reimers from the Office of the Ombudsperson has agreed to serve as the facilitator and convener of the committee. We are asking for nominations (including self-nominations/volunteers) of a diverse cross-section of graduate students, staff, and faculty who would be willing to serve on this committee and lead us through this process. Nominations should be sent to Dr. Birthe Reimers (breimers@gsu.edu). This committee will convene at the beginning of the fall semester and strive to bring a draft of the guidelines and procedures to the community for discussion and adoption before the end of the fall semester. It will also deliberate and bring forth suggestions for holding everyone in the department accountable to the agreed-upon standards, which may include restorative practices. (SOMETHING like that?) The final version of the guidelines will be posted on the department website and incorporated as a critical component of our departmental culture.

Faculty Meeting Agreements (Adopted October 2016)

We agree to:

1. Listen to others respectfully and refrain from interrupting.
2. Assume that everyone has good intentions and means no harm.

3. "Take off" titles, roles, and statuses. we are committed to creating an egalitarian atmosphere.
We agree not to make distinctions with regard to rank and position in the departmental hierarchy throughout the course of the discussion.
4. Put ego aside and agree not to take things personally.
5. Participate fully in the discussion.
6. Accept that everyone may not always agree with you.
7. Be professional.
8. Admit fault and apologize when necessary.