

UNH FACULTY SENATE  
MOTION XXII-M1  
*on a model for mutual respect*

1. Motion presenter: Scott Smith, representing the Senate Agenda Committee, Deb Kinghorn and Nathan Schwadron

2. Dates of Faculty Senate discussion: 8/28/2017, 9/11/2017

**3. Rationale:** The subject of civil discourse, and mutual respect, has been discussed frequently in 2017. However, the meaning of mutual respect is difficult to clarify. A model of mutual respect communicates its spirit through simple, straightforward language and actions that would help to identify and create conditions in which mutual respect can flourish. To identify something is to note its importance; to define it is to provide a marker for its use.

The Faculty Senate is not only a deliberative body, it is a normative body identifying important and central values and actions that guide the academic mission of the university. The Senate sends a strong message to our community when the faculty unites behind the principles it upholds.

**4. Motion: The Faculty Senate endorses the following model of mutual respect among faculty, students, staff, and administrators.**

**A Model of Mutual Respect**

An environment of mutual trust and respect is necessary if an institution seeks to act with integrity. They are prerequisites for open communication and honest dialogue about the values, goals and expectations held by the institution and its members. Trust and respect require freedom of expression without fear of retribution, institutional or otherwise. Respect for the diversity of persons, ideas and choices differing from one's own strengthen the culture of the university. Establishing and supporting a diverse community encourages discovery and creativity. If trust should break down, we need to explore the reasons for the breakdown and identify ways for the community to rebuild trust among its members.

The principles of mutual respect are simple and straightforward to write, but are challenging to put into practice in a consistent manner. The spirit of mutual respect supersedes its definition. The following questions are suggested to establish conditions for mutual respect:

*Do I hear you?*

- Did I allow you to finish your thought?
- Did I hear what you have to say?
- Do I understand your point of view?

*What is my frame of mind?*

- Are my actions motivated by fear or anger?
- What am I communicating non-verbally?

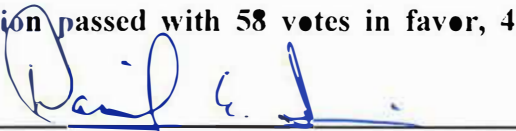
- Am I putting you into a category and acting on the ascribed characteristics of that category?
- Can I pause, breathe and think before reacting?

How can I help?

- Can you help me understand your frame of mind?
- Will my actions reduce hostility?
- Will my response escalate or deescalate the situation?
- Will my response humanize or dehumanize the person?
- How are we relating to one another?
- Am I in danger?
- Are you in danger?

**5. Senate action: The motion passed with 58 votes in favor, 4 votes opposed, and 4 abstentions.**

6. Senate chair's signature: \_\_\_\_\_



Forwarded to the following on September 26, 2017:

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