



# UNIVERSITY OF MARYLAND

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COLLEGE OF ARTS AND HUMANITIES  
*Office of the Dean*

Dear Colleagues:

For a number of years, members of the college, including the College's Collegiate Council, Administrative Council, faculty and staff have endorsed a statement of civility as a reminder of our shared beliefs about the way we interact with one another, with visitors and guests. Initially generated by incidents of incivility that negatively affect our ability to work, learn and teach, it was agreed that it is important for the dean to communicate expectations to faculty and staff in the college that are designed, overall, to enhance communication, collaboration and cooperation throughout our community.

At the beginning of each academic year therefore, I take the opportunity to share this statement with the college, especially new members of our community and to reiterate the college's statement on civility as an expression of my beliefs and expectations about how we should function.

Part of the stated mission of the College of Arts and Humanities is to promote vigorous intellectual debate within a diverse community. Therefore, as dean I expect this college to be a diverse, open and tolerant arena within which all ideas, whether popular or not, may be freely discussed without rancor. Demeaning, intimidating or threatening behavior is unacceptable and contrary to our basic values. Under various circumstances, such behavior is also contrary to university policy.

The college should take the lead in producing, and take pride in sustaining, an environment that is characterized by tolerance, respect and civility. This should be the hallmark of a college that welcomes and values diverse perspectives, intellectual pluralism and the free and open exchange of ideas. Every member of this community - staff, faculty, leadership and supervisors within the college - is responsible for promoting such an environment and supporting these expectations.

Sincerely,

Bonnie Thornton Dill  
Dean