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Welcome to Today's
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Webinar



Civility on Campus: ***Promoting Respect & Tolerance*** ***Across Campus***

Wednesday, October 19, 2011

2-3:30 PM ET

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Kathleen Hull, Ph.D.

Civility Maven

Co-Founder, Project Civility at Rutgers

Founding Director, Byrne First-Year Seminars at Rutgers 2007-11

Sattik Deb, Ed.M.

Director of Student Services

Department of Labor Studies & Employment Relations

Rutgers University

Big Questions

- Why should colleges and universities commit themselves to educating undergraduates about how to live well together?
- Given that codes of civility vary from culture to culture, how do we find common ground for mutual understanding about how to treat one another?
- What KIND of university community can justly be created and sustained out of our human diversity?



First Question for Consideration...

WHAT IS CIVILITY?

Please send your responses through the Chat feature.

Discussion in 10 minutes.

About *Project Civility*: Philosophical Framework

Project Civility at Rutgers started in fall 2010 as a campus-wide initiative, in New Brunswick only, aimed at shedding light on what civility is (and what it isn't) and what we all can do to make the communities we live in reflect our better selves. It's about building cultural bridges in a large, diverse university.

More Than Tolerance...

More than a call merely to “tolerate” one another, Project Civility asks everyone to live more thoughtfully. It's an invitation to...

**CONTEMPLATE THE CONSEQUENCES OF
WHAT YOU DO AND SAY.**

STOP.
LOOK.
LISTEN.

Your Responses to the Question

...

WHAT IS CIVILITY?

BUILDING A VOCABULARY

Tolerance Etiquette Kindness Conversation
Respect Equality Social Justice Ethics
Awareness Citizenship Listening

Steps to Consider...

- BUILD A SHARED VOCABULARY
- ANALYZE CIVILITY “FAULT LINES” ON CAMPUS (FOCUS GROUPS, DATA)
- CREATE APPROACHES TO ADDRESSING THESE CHALLENGES THROUGH PROGRAMMING (SHORT TERM)
- SHAPE DEEPER, ONGOING LEARNING THROUGH COMMUNITY OUTREACH AND SERVICE (LONG TERM, PERMANENTLY FUNDED PROGRAMS – including partnerships with local schools, libraries, museums, community groups, etc.)

*Civility is...A Rutgers Perspective:
A Scott Lazes Film (Rutgers '11)*

- <http://www.youtube.com/watch?v=Llz6xDNhjdc>

Second Question for Consideration...

IS THERE A DEFICIENCY OF CIVILITY ON YOUR CAMPUS TODAY?

Please respond via the Chat Room.

Discussion in 10 minutes.

About *Project Civility*: Openness

The Programming is designed to provoke dialogue and debate about the value of courtesy and compassion in our daily lives—in classrooms, offices, meetings, dorms, and cafeterias; **it's about conversation, not conversion** to a pre-ordained viewpoint. We ask, e.g., how can we exchange ideas respectfully without attacking others verbally, psychologically, physically? **How can we do a better job of living and learning together?**

It's About Making Choices

Project Civility was inspired, in part, by the work of P. M. Forni, who co-founded the Johns Hopkins Civility Project at Johns Hopkins University.

In his widely recognized book *Choosing Civility*, Dr. Forni identifies 25 rules for connecting effectively and happily with others.

Choosing Civility

THE TWENTY-FIVE RULES
of CONSIDERATE
CONDUCT



P. M. Forni

Cofounder of the Johns Hopkins Civility Project

Choosing Civility: Forni's 25 Rules

- Pay attention
- Acknowledge others
- Think the best
- Listen
- Be inclusive
- Speak kindly
- Don't speak ill
- Accept and give praise
- Respect even a subtle "no"
- Respect others' opinions
- Mind your body
- Be agreeable
- Keep it down (and rediscover silence)
- Respect other people's time
- Respect other people's space
- Apologize earnestly
- Assert yourself
- Avoid personal questions
- Care for your guests
- Be a considerate guest
- Think twice before asking for favors
- Refrain from idle complaints
- Accept and give constructive criticism
- Respect the environment and be gentle
- Don't shift responsibility and blame

Forni on Civility

Forni suggests that civility, in all its richness, is a form of awareness and a necessary condition of successful relationships and is at the heart of a well-functioning (campus) community.

As colleges strive to prepare students to become active participants in a democratic society, to be successful and happy in personal and private life, the concept of civility emerges as particularly relevant to campus discussion.

Your responses to the second question...

**IS THERE A DEFICIENCY IN
CIVILITY ON CAMPUSES
TODAY?**

About *Project Civility*: **Content**

Project Civility at Rutgers features an array of on-campus lectures, panels, debates, symposia, workshops, and other programs, with some outreach to the larger community.

Since it influences nearly every element of human relations, **civility is not conceptually static**, which makes it intrinsically captivating and relevant to all kinds of people.

About *Project Civility*: **Programming**

- Keynote lecture by P. M. Forni, with introduction by the university president; civility workshop for Residence Life staff led by Dr. Forni
- Keynote lecture by author Cathy Bao Bean about bridging cultures through humor
- Keynote lecture by Tim Perneti, our director of athletics, about civility in sports.

Programming Continued (2)

- Panel discussion with senior staff and students about bullying.
- Faculty panel of experts on the impact of technology, and changing technologies, on contemporary society.
- Interactive workshop led by faculty on the impact of photography and new social media (e.g., Facebook) on campus civility.
- Public town hall meeting moderated by our General Counsel on civility and legal issues surrounding privacy.

Programming Continued (3)

- Field Trip to the Museum of Tolerance in New York City
- Community Outreach: Workshop on Civility and Diversity for students at a local middle school
- Student Essay contest, with \$\$\$ prizes
- Joint initiative with *The New York Times – Fireside Chats*
- Student-made documentaries, “ads,” PR

“Courtesy Costs Nothing” – Or Does It?

First Year Budget at Rutgers

Project Civility: 2nd Year Programming

Upcoming events include:

- Rutgers Debate Union: Words of Hate—Can They Ever Be Used?
- Civility and Disability with ESPN/K.Kozak
- Student Contest: Project Civility Presentations (spring) – Prize monies
- Multicultural “Speed Dating” - overcoming media stereotypes

Final Question for Consideration...

WHAT WOULD YOU DO TO PROMOTE CIVILITY ON YOUR CAMPUS?

Please respond via Chatbox.

Discussion in 10 minutes.

Project Civility...A Retrospective

<http://www.youtube.com/watch?v=36pZi1d4V-o>

What's Needed For A Successful Civility Project

- Inspiration
- Leadership
- Commitment
- Resources



Why Bring in the Faculty?

Importance of finding faculty leaders and committed administrators.

Institution-wide support=sustainability=successful institutional change

Programs to improve campus climate (e.g., diversity programs, multicultural sensitivity, etc.) are typically located in student affairs departments. Lack of sustainability due to temporary budgets and transient nature of student affairs leadership appointments.

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Everybody's Got to Jump in the Pool

Build bridges with academic affairs, departments, and staff to encourage faculty development, pedagogical innovation, and permanent curricular changes in order to creating **a seamless culture of civility on campus**. Young student affairs programmers come and go; the faculty remain. Efforts to change campus culture need to include the central task of colleges and universities: namely, formal teaching and learning...and the professors. Most important, faculty and staff have civility issues amongst themselves that are never touched by programming directed only at students!

Related Approaches to “Civility”

National Movement for Difficult Dialogues in Teaching and Learning (Higher Ed.)

The Difficult Dialogues Initiative (Ford Foundation grants now have run out)

The Illumination Project at Portland Community College (interactive theatre)

Program on Intergroup Relations at University of Michigan

Your Responses to Final Question...

**WHAT WOULD YOU DO TO
PROMOTE CIVILITY ON YOUR
CAMPUSES?**

Energy Always Wins: The “A” Team (2010-2011)

Office of Undergraduate Education:

Michelle Brazier, Andrew Edelman, Meghan Gelardi
Holmes, Kathleen Hull, Cara Macaluso and
Undergraduate Designers

Office of Dean of Students/Student Affairs:

Sattik Deb, Helen Brosseau, Andrew Germek, Mark
Schuster, and Deans of Students: Cheryl Clarke, Tim
Grimm, Michelle Jefferson, and Mike Stillwagon

Supportive Administrators (Time, Money, Ideas, Showing Up) 2010-11

Richard McCormick, President of Rutgers University

Barry Qualls, VP Undergraduate Education

Gregory Blimling, VP Student Affairs

Marcia Brown, Vice Chancellor, Newark

Carla Yanni, Asst. VP Undergraduate Education

Delia Pitts, Asst. VP Student Affairs

Marie Logue, Assoc. VP, Academic Engagement

Campus Deans (Prof.s Matt Matsuda, Thomas Papathomas, Rick Ludescher, Jackie Litt, Lea Stewart, and Sue Schurman)

Rutgers Faculty Participants 2010-2011

Douglas Greenberg, Exec. Dean of School of Arts and Sciences, Prof., History

Elizabeth Sloan, Asst. Prof., Social Work, Newark

Tanya Sheehan, Assoc. Prof., Art History

Robert Lake, Prof., Ctr. For Urban Policy Research, Co-Director, RU Community Outreach Partnership Ctr

Ruth Chang, Assoc. Prof., Philosophy

Ruth Mandel, Board of Governor Prof. Of Politics, Director, Eagleton Institute of Politics

Jorge Reina Schement, Dean of School of Information and Communication, Prof., Bloustein School of Public Policy, Latino-Hispanic Caribbean Studies

Wolfram Hoeffler, Asst. Prof., Landscape Architecture

CONTINUED...

Rutgers Faculty Participants continued 2010-2011

John Pavlik, Prof. and Chair, Journalism and Media Studies

Oscar Schofield, Prof., Bio Optical Oceanography, Co-Director, Coastal Ocean Observation Lab

Tisha Bender, Ph.D., Dir., Research 201, Writing Program

Todd Wolfson, Asst. Prof., Journalism and Media Studies

Barbara Cooper, Prof., History and African Studies; Faculty Advisor, Rutgers Debate Union

Storey Clayton, Coach, Rutgers Debate Union; Part-time faculty, Communication

Joe Sanchez, Asst. Prof., Library and Information Science

Nancy Kranich, Librarian; Lecturer, Library and Information Science

Campus Deans Matsuda, Papathomas, Ludescher, Litt, Stewart, Schurman

Barbara Lee, Esq., Prof., Human Resource Mgmt.

Allan Isaac, Assoc. Prof., American Studies

Jasbir Puar, Asst. Prof., Women's and Gender Studies

Maurice Elias, Prof., Psychology, Academic Dir., Rutgers Civic Engagement and Service Education
Partnership Program (CESEPP)

Rutgers Staff Participants 2010-11

Stephen Abel, Veterans Services

Jason Fredericks, Housing and Res Life, Newark

Ji Lee, Asian American Cultural Center

Joanne Arnholt, Fraternity and Sorority Affairs

Arian Bryant, Residence Life

Lisa Smith, Violence Prevention and Victim Assistance

Donna Gustafson, Zimmerli Museum

Jonathan Alger, General Counsel and Sr. VP

Anne Newman, Student Conduct

James Mandala, Health Services

Rosana Reyes, Learning Communities

Michael Geselowitz, Ph.D., Staff Dir., IEEE History Center

Plus Others, including

Rutgers Parents Assn.

Rutgers Alumni Assn.

Rutgers Student Participants (Planning, Leading) 2010-11

Members of Rutgers Debate Union, New Brunswick

Members of Rutgers Debate Team, Newark

The Daily Targum and Editor Neil Kypers

Jasmine Brown, Undergraduate, School of Arts and Sciences

Luis Leyva, Graduate School of Education

Scott Lazes, Undergrad., School of Arts and Sciences '11

Dominic Nero, Undergraduate, School of Arts and Sciences

Jacqueline Darwin, Graduate School of Education

Joseph B. Thompson, Graduate School of Education

Plus Others

Participants from Outside Rutgers 2010-11:

Joe Rollins, Assoc. Prof., Political Science, Queens College and CUNY

Gabriel Escobar, Davis Fellow, Columbia School of International and Public Affairs; Political Officer, US Dept. of State Foreign Service

Lawrence Farmer

The New York Times

Plus Others



Join the conversation . . .

Contact Information:

- **Dr. Kathleen Hull, Civility Maven**
- Managing Director, Longnook Management LLC
- Providing educational and financial consulting to individuals and institutions, private and public.
- khull@longnook.com 908-654-6492
- **Sattik Deb**
- Director, Student Services, Dept. of Labor & Employment Relations, Rutgers, The State University of New Jersey, New Brunswick
- sdeb@work.rutgers.edu 732-932-0303
- For current information about Project Civility at Rutgers, go to <http://projectcivility.rutgers.edu> or contact Mark Schuster seniordean@echo.rutgers.edu 732-932-2300

Q&A

How Do I Call-in with a Question?

If you would like to ask a question of our panelist(s) please press *1 and you will be put in a call queue until it is your turn to ask your question.

OR

You can write in a question or comment anytime during the event by clicking on the “Chat” Bubble in the left hand corner of you

For Questions that Arise After the Conference

If you have a question that you were unable to ask of our presenter(s), please feel free to email us at: Info@paper-clip.com ...and we will be happy to forward it to our panelists!

Feedback

We want your feedback on today's event!

If you would like to provide suggestions for improvement and/or ideas for future event topics, please email Tamie Klumpyan at:

tamie@paper-clip.com

and she will send you the link to our brief online survey.

Thank you for your participation,

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Upcoming Webinar Conferences:

- Academic Dishonesty Adjudication – October 26, 2011
- The ADA & Preparing for Change – October 27, 2011
- Students Demonstrations & Activism – November 3, 2011
- Title IX & Due Process – November 9, 2011
- Workplace Violence & Bullying on Campus – November 10, 2011
- Student Mental Health: Trends – November 15, 2011
- Social Media for Campus, November 29, 2011
- The New At-Risk Student – November 30, 2011