



Collegium Covenant of Right Relationships

Amended 2010

Collegium offers liberal religious scholars an opportunity to share their research and to develop collegial relationships. By design, it caters to the unique requirements of college students, doctoral and post-doctoral students, professors, scholar-ministers and independent scholars.

Every year Unitarian Universalist Collegium hosts a conference to encourage in-depth conversations about theological, ethical, and historical topics of interest to Unitarian Universalists and other liberal religionists. Learning and sharing take place in plenary sessions featuring a guest speaker, presentations, Q&A sessions, worship services, communal meals, and social time. These academic and networking components foster community building and knowledge development.

The Covenant

We who participate in Unitarian Universalist Collegium agree to treat each other fairly and respectfully. We are committed to supporting one another's continuing education, scholarly work, academic interests, and related skills and talents. By accepting and practicing the following attitudes and actions, we agree to do our best to fulfill our covenant of good and right relations. We also acknowledge that each of us has within ourselves additional ways that we can develop and contribute to furthering this ideal.

1. Member to Executive Committee Members

- 1.1 I will treat members of the Executive Committee with dignity, respect and consideration.
- 1.2 I will make only reasonable, timely requests and will work with the members of the Executive Committee to determine the best method to implement my requests.
- 1.3 I will look for occasions to offer sincere praise.
- 1.4 I will support the freedom of members of the Executive Committee to make responsible choices when organizing yearly conferences.

- 1.5 I will assume that, when members of the Executive Committee make decisions, they are operating out of the best of intentions. If I strongly disagree with their decisions, I will speak out in love, offer suggestions rather than ultimatums, and show forbearance.
- 1.6 I will actively support, encourage and show my appreciation to the members of the Executive Committee by providing feedback when it is sought and by making my expectations clear to the people I have chosen to represent me.
- 1.7 I will take responsibility for addressing issues with members of the Executive Committee by first discussing these issues with the members one-on-one, and only taking my issues directly to the Program Chair or Chair of Unitarian Universalist Collegium when other means of resolution have failed.

2 . Executive Committee Member to Unitarian Universalist Collegium Members

- 2.1 I will treat members of Unitarian Universalist Collegium with dignity, respect and consideration.
- 2.2 I will make only reasonable, timely requests and will work with members to determine the best method to implement my requests.
- 2.3 I will respond to email queries in a timely manner.
- 2.4 I will look for occasions to offer sincere praise.
- 2.5 I will support the freedom of members to make responsible choices when developing their scheduled activities.
- 2.6 I will assume that when members make decisions they are operating out of the best of intentions. If I strongly disagree with their decisions, I will speak out in love, offer suggestions rather than ultimatums, and show forbearance.
- 2.7 I will actively support, encourage and show my appreciation to members by providing feedback when it is sought and by making my expectations clear to the people who have chosen me to represent them.

3. Member to the Mission of Unitarian Universalist Collegium

- 3.1 I will participate in the life of Unitarian Universalist Collegium by using my skills and talents through taking part in committee and volunteer work when and where it is possible to do so.
- 3.2 I will support Unitarian Universalist Collegium financially. I will also support its scholarship fund to the best of my ability.

3.3 I accept responsibility for learning how Unitarian Universalist Collegium operates and will seek information through the various communication channels such as its website (Unitarian Universalistcollegium.org), Chair, Program Chair, and the conference schedule.

4. Member to Member

4.1 I will treat each person with dignity, respect and consideration.

4.2 I will demonstrate my support for the academic interests and research goals of fellow members to the best of my ability by making financial contributions to Unitarian Universalist Collegium in order to insure its fiscal health and longevity.

4.3 I will learn about deadlines for submitting abstracts and for submitting completed papers by checking the Unitarian Universalistcollegium.org website and by reading emails sent by members of the Executive Committee.

4.4 I will submit abstracts and completed papers in a timely fashion. Should I miss any of the deadlines, I will contact the Program Chair for further instructions (contact information will be available on the website).

4.5 If I do not submit my paper to the Program Chair by the official deadline, I will read or summarize my paper as part of my presentation.

4.6 I will try to demonstrate my respect and support for fellow members by reading in advance the papers posted on the Unitarian Universalist Collegium website for the sessions I plan to attend. I will formulate my questions and comments in a helpful and value-neutral manner.

4.7 I will try to actively listen to what others have to say during presentations, Q&A Sessions, and free-time conversations.

4.8 I will treat other members with as much respect as I would wish to be treated without regard for age, educational level, gender, current or past occupations, sexual orientation, color, ethnicity, religious views, or disability.

4.9 I will give credit for roles or tasks in which others have participated.

4.10 I will make every effort to settle issues, personal or scholarly, between myself and another member on a one-to-one basis. If this is unsuccessful or unsatisfactory and I feel the need for further action, I will forward my concerns to, and follow the recommendations of, the members of the Executive Committee.

4.11 I will warmly welcome new members and do my best to integrate them into the Unitarian Universalist Collegium community.