The **collegial department member:**

- Recognizes and responds to the needs of colleagues and/or the Department.
- Actively and effectively strives to achieve Departmental and College goals.
- Engages in activities that benefit others apart from oneself.
- Voices dissenting views in a manner and setting that tend to lead toward resolution.

> “**Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work.**”  
> “The achievements of an organization are the results of the combined effort of each individual.”  
> Vince Lombardi

**Peer to Peer Expectations**  
**(beliefs that will happen or are likely to happen)**

- Be professional in all interactions
- Elevate each program to the best in the nation
- Purposeful, inclusive, and open communication
- Balance teaching, research, and service
- Participate/partner in more collaborative research
- Demonstrate behaviors of a "team" not just a group
- Respect the expertise each person brings to the department

**Peer to Peer Aspirations**  
**(things we want to achieve)**

- Quality over quantity (students, research, programs)
- Model the way, keep dpt. issues/confidential matters within workgroup, be positive representative
- Collegial, honest examination of program philosophy
- Continued discussion/constructive feedback about each program's initiatives
- Lead, inform, and shape other AGCJ, AGSC, ALED, Extension programs nationwide
- Teamwork
- Course planning

**Leader from Peer Expectations**  
**(beliefs that will happen or are likely to happen)**

- Support the faculty, staff, and students
- Support united curricular and scholarly endeavors
- Transparency of intentions and actions through education (e.g., faculty workload, reports, setting/generation of income streams, gross departmental funding/budgets, college and university metrics and expectations from college, AgriLife, university, and system)
- Lead by example
- Treat each work group member fairly
- Advocate for the program

**Leader from Peer Aspirations**  
**(things we want to achieve)**

- Shared information
- Shared governance
- Provide support for advising, teaching, outreach, Extension, research, time, feedback, etc.
- Additional tenure-track positions and GRA's applicable to research foci, industry need, etc.