

From: Robert G. Boehmer
Sent: Thursday, June 25, 2015 2:14 PM
To: Mary Smith; Karen S. Jones; Lee Cheek; Norma Kennedy; Tracy M. Woods
Cc: Susan Gray
Subject: Building a Culture of Respect at EGSC (Proposed Guidelines)
Attachments: Respectful Workplace Guidelines.pdf; Four Steps to Building a Culture of Respect.pdf; No Time to Be Nice at Work.pdf

Good afternoon,

At the recent Strategic Planning Meeting and a recent Cabinet meeting, I discussed the need to initiate efforts to establish a culture of respect at EGSC.

A first step in accomplishing this would be to establish guidelines for the college. For example, attached are guidelines adopted at the University of Virginia. Would you be willing to meet to discuss this topic and let me know whether you agree that guidelines of this type would be a positive first step? If so, please identify what you recommend as the major elements of EGSC's guidelines.

I do recognize that guidelines would be a first step only. We would need to follow up with appropriate training and activities. For example, see the attached article entitled "4 Steps to Building a Culture of Respect." Also attached is a recent article on this topic written for the NY Times by a faculty member at Georgetown. Please send Susan Gray an email to let her know whether you are willing to do this.

Thank you so much,
Bob