

CORE CURRICULUM GUIDED QUESTIONS: HOW TO HAVE HEALTHY CONFLICT

QUESTIONS:

For pre-tenure and professional/non-tenure track faculty, professional conflict is especially stressful because it often occurs within the context of an uneven balance of power. What are some key strategies can faculty who do not have the protection of tenure employ when engaged in departmental conflict, particularly with faculty who may hold more power?

What are some of the reasons you choose to avoid conflict? In what ways has an aversion to conflict impacted you professionally or personally? What is one of the strategies offered in the webinar that you are willing to try when faced with conflict?

Think back to the last time you were engaged in unhealthy conflict with a colleague. What would you have changed about your role in that interaction? How might you handle it differently moving forward? Generally, if you could change one thing about the way you handle conflict, what would it be and how might this shift produce a different outcome?

Perhaps you already have a healthy relationship to conflict – what are some of your strengths in dealing with difficult situations and conversations? What have been some positive outcomes of these challenging interactions?

It is often the case that faculty are stuck in unhealthy or even toxic departments, resulting in the feeling of being trapped or drawn into unhealthy conflicts. What are some of the ways that you can disengage from these interactions? What kind of supportive and fulfilling communities can you tap into (or create!)—as the webinar states-- when departmental drama becomes overwhelming?

COMPLEMENTARY WEBINARS:

1. Creating a Harassment-Free Lab (Guest Expert Webinar)
2. Teaching In Color: Effective Teaching Strategies for Faculty of Color (Guest Expert Webinar)