

Faculty Conflict Resolution Pathways

DIRECT COMMUNICATION

Seek resolution by speaking with the person directly as soon as possible; skillfully address the conflict through dialogue, set boundaries as needed. See section on "Skills Building Resources" in order to prepare for the conversation and manage the conflict.

FACULTY OMBUDS

Faculty ombuds offer a confidential, neutral, independent, and informal space to talk through conflict concerns without fear of retribution; consider possible informed pathways to address concerns.

HUMAN RESOURCES

Seek consultation from Human Resources to assist with conflict resolution; request individual coaching to build conflict resolution skills.

ADMINISTRATIVE COLLEAGUES AND OTHER MENTORS

Discuss situation with a department/program chair, dean of the faculty, colleague in the Office of Justice, Equity, Belonging, and Identity, or other trusted mentor; seek strategies to resolve conflict.

All employees of the College are considered "responsible employees" and are **obligated to disclose** reports and information concerning potential behavior that might violate *Sexual Misconduct* or *Interim Equal Opportunity and Discriminatory Harassment Policies*.

Exceptions: Faculty Ombuds, Counseling Center, Chaplain's Office, Health Services, Employee Assistance, and Primary Confidential Resource Provider.

Skills-Building Resources

- [NCFDD: Core Curriculum - How to Engage in Healthy Conflict](#)
- [Essential Partners: Dialogue across Difference](#)
- [Harvard Program on Negotiation: Resources to navigate conflict](#)
- [Harvard Business Review: Preparing for and engaging in difficult conversations](#)
- [Office of Justice, Equity, Belonging, and Identity: "Navigating Difficult Conversations" and "Understanding Bias & Mitigating Its Effects" Workshops](#)
- See [ADVANCEGeo Partnership](#) for an example of disciplinary-based resources developed through NSF ADVANCE program

INTERIM FACULTY GRIEVANCE PROCEDURE

If informal resolution is untenable, a written grievance can be submitted to CFA Subcommittee on Grievances. See Faculty Handbook for more information.

COMMUNICATION OF FACULTY CONCERNS

This policy outlines a process for communicating a concern about teaching or academic administration. See Faculty Handbook for more information.

TITLE IX/EO

Faculty who believe they have been subjected to discrimination, harassment, sexual misconduct, or any other behavior that might constitute a violation of *Sexual Misconduct Policy* or *Interim Equal Opportunity and Discriminatory Harassment Policy* are encouraged to contact the Office of Title IX / EO. Office can assist with filing formal complaint, pursuing an informal resolution, and discussing interim and support measures.