PNC - PUC
From escalation phase to a collaborative search to create a better university
IFC responsibilities (C.4.00)

- The Intercampus Faculty Council shall be responsible for coordination of legislative and policy making actions of the various faculty governing bodies.
IFC actions (C.4.00.3)

- With respect to a document which is of concern to more than one faculty, the council may take one or more of the following actions:
  1. It may suggest that the governing body of each faculty consider the matters contained therein and take action at either of its next two meetings.
  2. It may suggest that the president delay implementation for a period not to exceed sixty days in order that the governing bodies of all faculties concerned have had the opportunity to act.
  3. If the governing body of one or more faculties fails to act on a document within a sixty day period and the matter is of urgent concern to one or more of the faculties which have acted upon it, the Council may suggest that the president implement it or, if appropriate, place it on the agenda for the next meeting of the Board of Trustees.
  4. If actions taken by two or more of the faculty governing bodies are in conflict, the Council may point out the conflicts and suggest that each governing body reconsider its action at its next meeting.
The escalation phase

- Power Strategies
  - Take unilateral action
  - Win at all costs
  - Attack/Defend
  - Threaten
  - Coerce
  - Withdraw (taking the ball home)
  - Verbal/written violence
The escalation phase

“rights strategies” being used that invoke:
- contractual agreement
- policies & procedures
- precedent
- past practices
- third party arbitration
The escalation phase

- The characteristics of all these strategies are adversarial, usually end up in a lose/lose result, expensive and lead to long term negative impacts on relationships up, down and across institutions.
Time to reset

- Both Senate leaderships and maybe the administrators need to consider a fundamentally different approach to this problem based on "interests", that is hard on problems and soft on people.
Starting point

- Our Board of Trustees, our President and all our Senates probably want to build a better university.
- Everyone’s heart is in the right place.
- We may differ on what a better university means on how to get there and what would be the measure of success.
- Let us focus on the opportunities for highly intelligent people to seek out openings, solve problems, identify honestly what everyone needs, based common interests and complementarity.
Process

- Define “interested parties” and request each party appoints a legitimate representative
- Invite parties to meet with us to work on the list of “needs” and “desired outcomes”.
- Kirk and John will work on mapping the needs and desired outcomes of all parties
- Identification of synergistic areas and more problematic areas.
- Present to all parties our findings and seek way forward based on collaborative approach