

Negotiation Scenario in Department X

The chair of your department has recently been unusually busy handling increasing demands from the administration regarding revisions to the curriculum, organizing the search for 2 new hires, and establishing a new mentoring program for honors students. In addition, the chair has had a hard time engaging the faculty's help with these tasks, as well as filling the seats on standard departmental committees (e.g., the grade appeal committee). The last 2 faculty members to ask the chair for special consideration on an issue or for a favor have had their request refused.

Activity:

1. Break into groups of 4. First, read the assigned scenario that follows. Second, as a group discuss how the negotiation around this issue should be conducted, keeping in mind the information we have reviewed today. Consider what the chair's position on the issue might be and how you can either address the chair's concerns to negotiate more effectively, or how you can create a solution that is mutually beneficial. Decide the best way to conduct the negotiation. Be sure to consider the following questions:
 - What information do you want to have before you begin the negotiation?
 - When and how will you approach the chair?
 - How will you raise the subject of the negotiation?
 - How will you respond if the chair initially denies your request or seems unwilling to negotiate, etc?
2. Choose one person to report the 3 most important thoughts from your group.
3. Break your group into two pairs and role-play the negotiation around the assigned scenario between the faculty member and her department chair.

Scenario 1:

After a year in a cramped office much too small to accommodate the small group meetings you conduct with your students, you learn that a larger office will soon be made available to your department. As it is closer to the lab you and your students use, this office would be especially convenient. The chair has not yet assigned the office, but you know that several other faculty in your department have already expressed interest in it.

Scenario 2:

The chair has asked you to teach a 200-level course with 45 students. Because the department is trying to put more of an emphasis on writing, the course requirements must include at least one paper no shorter than 5 pages in length as well as 2-3 short essay assignments. You have just started a new research project and teaching a class of this size with a writing requirement will significantly reduce the amount of time you will have for your work. In addition, there are other faculty members available to teach the course, and you were hoping to teach a smaller upper level course related to your new research project.

From: *the Gender Equity Project: Entitlement and Negotiation at Work*. Hunter College - CUNY. <http://www.hunter.cuny.edu/genderequity/seminars/2005/AD-04-06-2005.pdf>