Negotiating Tips from Department Chairs

Faculty Development Day
Sept. 11, 2014
Prepare to Negotiate

- Negotiations are often stressful and fear-inducing
  - Being rejected
  - Taken advantage of
  - Appearing greedy, non-cooperative or unreasonable
  - As faculty, we may be dealing with others who are more powerful or more informed than we are, or both

- Use this stress as incentive to plan and prepare
One suggestion…
A wise agreement is one that meets the legitimate interests of each side to the extent possible, resolves conflicting interests fairly, is durable, and takes the ongoing relationship into account.

- **Separate the people from the problem**
  - View each other as sitting side by side to attack the problem (not each other)

- **Focus on interests, not positions**
  - Ask questions to understand interests; allows exploration of new options

- **Generate options that allow for mutual gain**
  - May be difficult to do this under pressure, when a lot is at stake; may need some time to do this

- **Insist that results be based on objective criteria**
  - Discussing criteria can lead to better solutions

Our Panelists – Interactive Discussion

• Dr. Nancy Ascher
  – Professor & Chair, Department of Surgery

• Dr. Peter Carroll
  – Professor & Chair, Department of Urology

• Dr. George Taylor
  – Professor & Chair, Department of Preventative & Restorative Dental Sciences

• Dr. James Wells
  – Professor & Chair, Department of Pharmaceutical Chemistry
3:15 pm – Closing Plenary Session

Communicating Your Science: A Professional Necessity

Learn how to clearly explain your research to diverse audiences and receive recognition, compete for funding, get promoted, thwart the anti-science movement, and be a better teacher. (Re)discover simple techniques that will make your presentations come alive, increase your credibility and help you deliver powerful messages that impact your listeners.

Presenter: Dr. Dennis F. Mangan, Science Communications Advisor; former NIH Program Director and Associate Dean of Research at USC.