



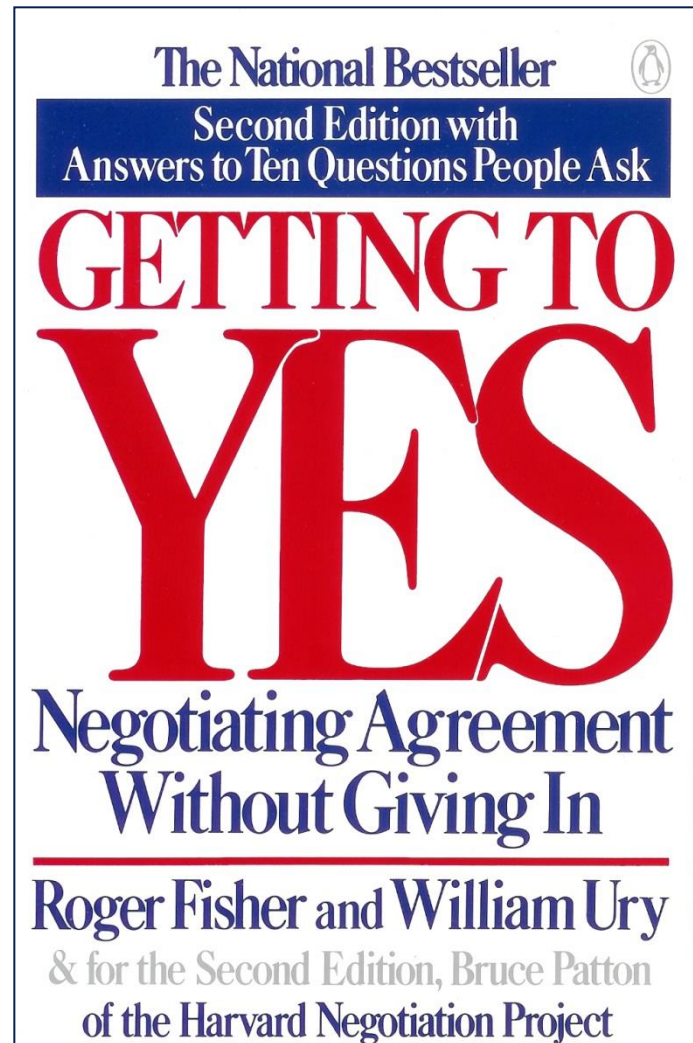
**CAMPUS COUNCIL ON** *Faculty Life*  
**Faculty Development Day**  
**September 10, 2015**

# Negotiating Tips from Department Chairs

# 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

Fisher R, Ury W, Patton B. Getting to Yes: Negotiating Agreement Without Giving In. Second edition. 1991. New York: Penguin Books.

# Our Panelists – Interactive Discussion

- **Dr. Peter Carroll**  
Professor & Chair, Department of Urology
- **Dr. Linda Giudice**  
Professor & Chair, Department of Obstetrics, Gynecology and Reproductive Sciences
- **Dr. Carmen Portillo**  
Professor & Chair, Department of Community Health Systems
- **Dr. James Wells**  
Professor & Chair, Department of Pharmaceutical Chemistry



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