

## Faculty Collegiality: A Tourniquet for a Hemorrhaging Department

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**Video Online Seminar • Thursday, October 23, 2008 • ~~12:00 - 1:00 PM CDT~~**  
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Professor A and Professor B are at each other's throats. Professor C sides with Professor A; Professors D and E support Professor B. Professor F isn't speaking to any of them, and Professor G locks his door when he hears colleagues' footsteps.

**UT-127**

Chair H is stuck in the middle, tearing her hair out.

Civility is on the decline nowadays in society as a whole, and there seems to be a corresponding loss of collegiality among faculty in higher education.

It's an insidious problem, one that erodes morale, spawns apathy, triggers faculty defections, and sometimes threatens to derail a department entirely.

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It can be fixed – but it requires a disciplined, holistic approach covering everything from day-to-day departmental management to hiring and tenure policies.

The problem, and the solutions, are the subjects of a brand-new online seminar.

On October 23, Dr. Robert Cipriano of [Southern Connecticut State University](#) will present **Faculty Collegiality: A Tourniquet for a Hemorrhaging Department**. This lively, 60-minute presentation will look at departmental collegiality from a chair's perspective, focusing on what can go wrong with intradepartmental relationships, and how to make them go right. Dr. Cipriano will cover:

- Methods of assessing behavior in the faculty evaluation process
- The "warning signs" of incivility
- Court decisions about collegiality's role in tenure, promotion, renewal and termination
- The importance of collegiality relative to teaching ability, research and other qualifications
- How chairs can foster collegiality in the department
- University-wide policies and strategies that can nurture civility and respect
- How principles of academic freedom and shared governance can dovetail with a university-wide reward and reprimand system
- And more

### Ask questions in this live, interactive seminar

You'll have the opportunity to pose questions directly to Dr. Cipriano during the seminar. If you have a particular challenge in your department this is an opportunity to get suggestions and solutions, and to hear the concerns of other attendees from campuses nationwide.

### Bring others into the discussion at no extra cost

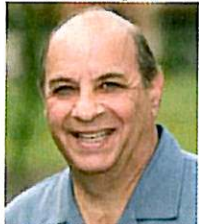
The seminar fee is just \$249, and it's per site. That means you can sign on from a classroom or meeting area, invite other stakeholders from around your campus, and use this opportunity to begin a truly meaningful dialogue on the issues.

[Listen to a preview](#)

### Don't miss this seminar if you are a:

- Department chair
- Academic dean
- Associate or assistant dean
- Vice president of academic affairs
- Tenured faculty on a department evaluation committee
- Non-tenured faculty member
- Member of a collective bargaining unit

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[Dr. Robert Cipriano](#)

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- 12:00 PM - 1:00 PM (Central Standard Time)
- 11:00 AM - 12:00 PM (Mountain Standard Time)
- 10:00 AM - 11:00 AM (Pacific Standard Time)

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10-11 AM, PST,  
LOCATION: UT-127

**Date(s):** 10/23/08  
**Time:** 12:00 PM Central Daylight Time - See other time zones above.  
**Cost:** \$249.00  
**Phone:** 800-433-0499  
**Email:** [custserv@magnapubs.com](mailto:custserv@magnapubs.com)

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