The Feud

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A bitter feud has arisen between 2 faculty members, one a highly respected senior professor and the other an untenured rising star.
Issues

• Feud for cause? Feud for personality?
• Is someone at fault?
• Power? Teaching load? Future tenure decision?
• Are both still doing a good job? Is there a need to intervene? Is one person’s work declining?
• Mediation (communication), mentoring, defense
• Protecting the interest of the person with less power
• Histories of the individuals
Guiding Principles

• Mentoring, higher morality
• “Defend those who can’t defend themselves”
• Document everything; paper trail
• What is the nature of the “feud”?
Approaches

• Ask the faculty (independently) concerned what they think solutions are - get buy in to any solution (listen)
• Find a senior “mentor” for the junior faculty (defense)
• Get all tenured faculty on alert