

RESOURCES FOR ARPAC CLIMATE REPORT RECIPIENTS

AND OTHER DEPARTMENTS SEEKING TO IMPROVE CLIMATE

Abrasive Conduct Seminar	OO
<ul style="list-style-type: none"><i>Primer on what abrasive conduct is and how it affects people and departments</i>	
Academic Leaders Institute	FR
<i>Orientation, Onboarding, and Ongoing Professional Development for Academic Leaders. Workshops for faculty and academic leaders on the following: De-escalating conflict, Performance management for staff, Diagnosing organizational politics, How to respond to someone who disclosed a traumatic experience, Happy department meetings, Dealing with porcupines, Communicating respectfully, Social intelligence</i>	
Bystander Intervention Skills	OIEC
<ul style="list-style-type: none"><i>How to respond when you witness incivility, harassment, or other problematic situations (1-2 hours)</i>	
Circle Processes	FR
<ul style="list-style-type: none"><i>Facilitated dialogue for department groups who need to talk about difficult issues</i>	
Classroom Management	CTL
Coaching Regarding University Employment Policy, Processes and Options	ER
Coaching faculty and academic leaders	FR
<ul style="list-style-type: none"><i>Help develop and maintain working relationships that are positive and productive.</i>	
Coaching supervisors	OED
Coaching Abrasive Leaders	OO
<ul style="list-style-type: none"><i>Individual coaching on interpersonal interaction</i>	
Communicating with High-Conflict People (BIFF)	OO
<ul style="list-style-type: none"><i>Strategies on how to communicate with people who engage in personal attacks</i>	
Conflict Coaching	OO
<ul style="list-style-type: none"><i>Confidential consultation regarding options when in conflict</i>	
Counseling	FSAP
<ul style="list-style-type: none"><i>Serving the emotional and psychological needs of the campus community.</i>	
Crucial Accountability	FR, OED

<ul style="list-style-type: none"> • <i>Tools for resolving violated expectations and broken promises</i> 	
Crucial Conversations	FR, OED
<ul style="list-style-type: none"> • <i>Tools for high-stakes conversations with opposing opinions and heated emotions</i> 	
Culture Reset: Agreements for Improving the Workplace Environment	OIEC
<ul style="list-style-type: none"> • <i>Defining norms for interactions and making agreements that uphold the values and goals of the department (2 hours)</i> 	
Emotional Intelligence Training	OED
<ul style="list-style-type: none"> • <i>In-depth intensive on developing emotional intelligence</i> 	
Faculty-staff relationships	OED
<ul style="list-style-type: none"> • <i>Breaking through divided culture</i> 	
Finding Direction	OO
<ul style="list-style-type: none"> • <i>Comprehensive analysis of the situation, identifying strategies and resources to address it.</i> 	
Leading at the Speed of Trust	OED
<ul style="list-style-type: none"> • <i>How to develop, restore and extend trust with all stakeholders</i> 	
Mediation	FR, OO
<ul style="list-style-type: none"> • <i>Helps parties having disputes reach agreements about how to proceed</i> 	
What to Say and How to Say It: Skills for Having Difficult Conversations	OIEC
<ul style="list-style-type: none"> • <i>Tools for addressing concerning behaviors, interactions, or comments (1-2 hours)</i> 	

Key: **CTL**-Center for Teaching and Learning, **ER**-Employee Relations, **FR**-Faculty Relations, **FSAP**-Faculty Staff Assistance Program, **OIEC**-Office of Institutional Equity and Compliance, **OED**-Organizational and Employee Development, **OO**-Ombuds Office