

“When Faculty Members Go Wild: Effective strategies for managing disruptive faculty”

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The Top Ten Considerations in Addressing Faculty with Disruptive Behaviors

1. Don't avoid or put off dealing with these issues, i.e., walk into conflict instead of away from it.
2. Follow the university personnel procedures and make sure department chairs and provost are on the same page with you.
3. Define boundaries, know your goal, make an intervention plan, and follow it.
4. Don't "take over" the responsibility of the departmental faculty to address the problems of a faculty peer, when appropriate.
5. Tenure is not an insurmountable barrier to taking effective action.
6. Write it down. Rely on your written record, not your memory.
7. Taking action (doing something to remedy a problem) reduces anxiety.
8. Create "face-saving" alternatives.
9. Someone's fear of another person is not the same as that person presenting an actual threat.
10. Utilize all your campus resources (threat assessment team, university attorney, HR, etc.) but make sure there is coordination between these efforts.