

## **Conflict Resolution Procedure for the Academic Team**

The members of the Academic Team have a successful history of making decisions through a process of consensus. While this has served the various constituencies of the Academic Team well to date, it is recognized that not all future decisions may be able to be resolved through consensus to the satisfaction of each institution.

### Assumptions:

1. Consensus is achieved when representatives of each institution reach an opinion or position as a whole.
2. The Academic Team chooses to make decisions within the team rather than deferring to higher authorities/ committees.
3. All institutions must be represented in the process of making a final decision. These institutions include:
  - a. Western Technical College
  - b. UW – LaCrosse
  - c. Other institutions upon being identified as HSC partners
4. We value “win-win” or “no deal” outcomes. If the decision is not acceptable to all institutions such that harm may come to one or more institution, the decision will be further negotiated.

### Procedure:

This procedure is established to make thoughtful decisions intended to respect each institution’s voice regardless of size, financial contribution or political position.

1. In the event that the Academic Team is unable to reach a decision by consensus, one representative from each institution will be identified by members of their respective institution. These individuals will represent the interests of their constituency.
2. The HSC Communication Liaison will facilitate negotiations with the various representatives until arriving at a mutually acceptable decision.
3. In the absence of a decision which is mutually acceptable to all groups, the decision will be further negotiated at a later date or deferred.
4. The Academic Team will be informed of the negotiated decision/deferral and this will be documented in the Academic Team minutes.