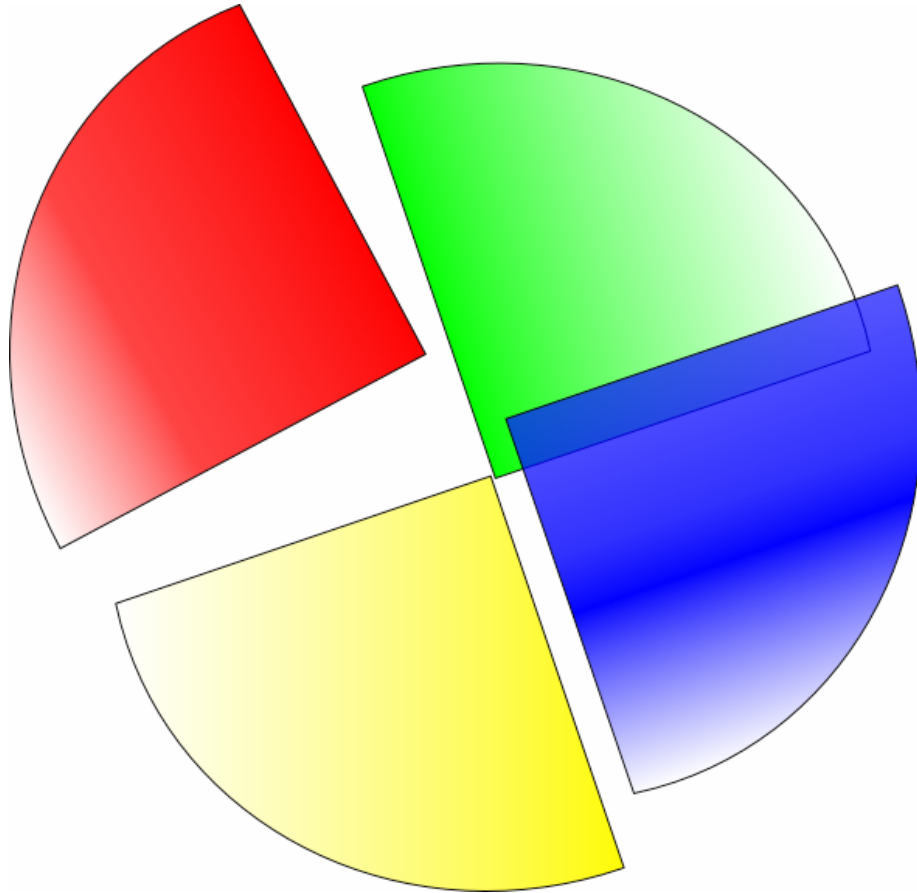


# Bridging Departmental Divides



*Ken Clatterbaugh*  
*Chair*  
*Department of Philosophy*

*Miriam Kahn*  
*Chair*  
*Department of Anthropology*

Many types of “departmental divides”

## An example from Anthropology

The interdisciplinary discipline

the “four fields” of anthropology

Difference in methods and theories

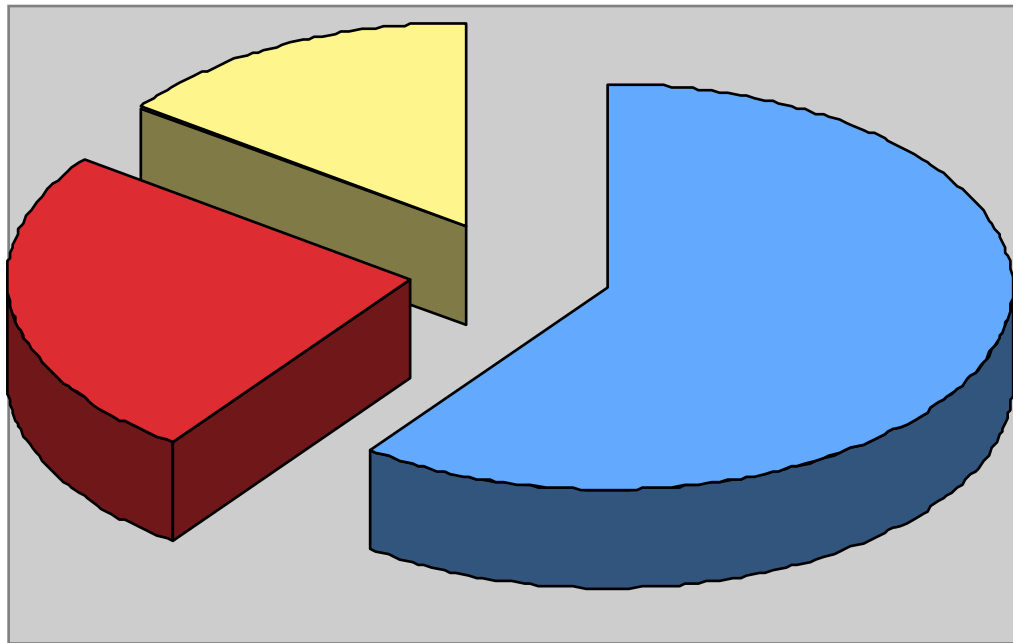
seen as an asset

Not searching for constant harmony or consensus

but respect for differences

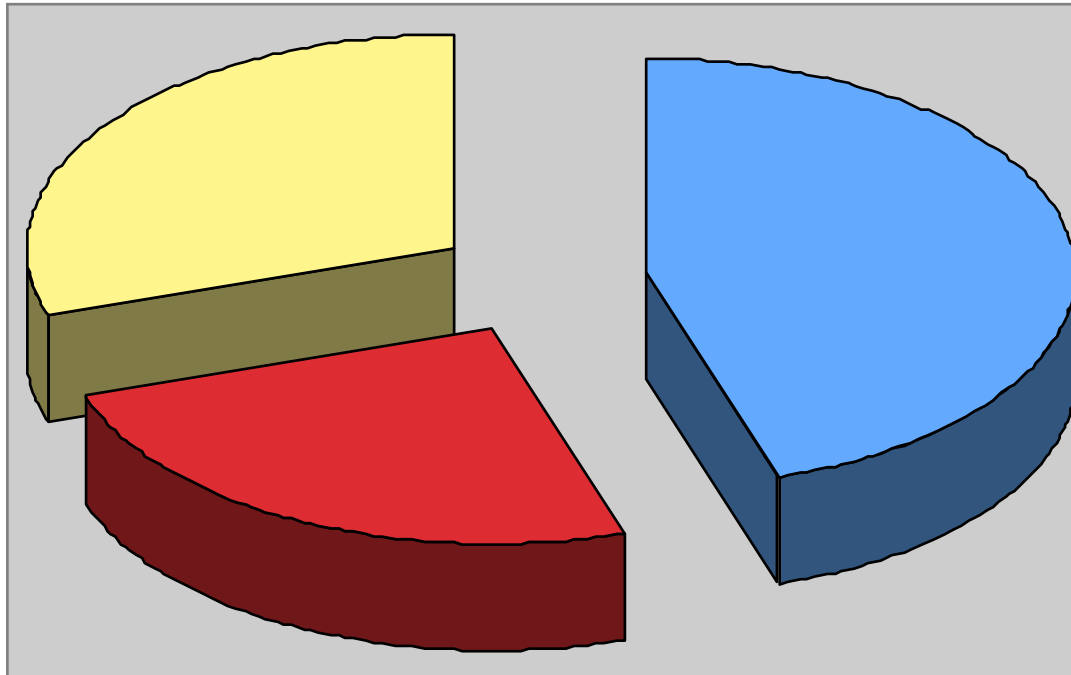
and working together towards common goals

# Percent of New PhDs in Last Three Years Granted in the United States



- Sociocultural (60%)
- Archaeology (25%)
- Biocultural (15%)

# Present Composition of Anthropology Faculty at the UW



- Sociocultural  
(45%)
- Archaeology  
(25%)
- Biocultural  
(30%)

## **What we do separately as sub-disciplines**

- graduate programs
- graduate admissions
- weekly colloquia
- monthly faculty meetings
- define position requests
- initial vote on hiring decisions

# What we do together as one department

- monthly faculty meetings
- rank our position requests
- committees
  - curriculum, development, diversity, resources, teaching effectiveness, undergraduate awards
- share resources
- graduate student events, conferences
- social events

Sub-disciplinary units/pillars

**Sociocultural**

**Archaeology**

**Biocultural**

Research clusters/webs

**Environmental Anthropology**

**Medical Anthropology**

**Visual Anthropology**

## **ADVICE FROM KEN AND MIMI**

- FORESEE PROBLEMS BEFORE THEY ERUPT...

A PROBLEM IS BREWING IF...

- individuals come to you and complain about colleagues
- conversations occur behind closed doors
- colleagues are being marginalized

- COMMUNICATION

- keep lines of communication open
- make all parties feel that their views are important and heard
- respect minority views
- insist on face-to-face communication (“come see me”)
- avoid e-mail
- avoid putting yourself in the middle
- have opposing parties talk to one another
- set up an extra faculty meeting to discuss key issues

- FOCUS ON THE POSITIVE AND COLLABORATIVE

- remind individuals of their common interests
- no matter what size boat you're rowing, everyone has to pull together
- find a collaborative project for people to work on
- bring people together to advise you on departmental matters
- design ways for people to learn more about one another
  - faculty spotlights at faculty meetings
  - department-wide colloquia
  - announce colleagues' successes to everyone

- MODEL THE BEHAVIOR YOU WANT OTHERS TO ADOPT

- model integrity, trust and respect
- promote open, inclusive, transparent process
- never put down colleagues
- disagree in respectful manner
- don't personalize disagreements
- acknowledge mistakes

# Bridging Departmental Divides



Disagreements (up to a point)...are healthy.

Every problem is an opportunity to learn and grow.