

Resources for Faculty Engaged in Crucial Conversations

There are a variety of times that faculty might be engaged in conversations, with their supervisors and others, about their professional careers at UAB. Inevitably, some of these conversations might be stressful. These times would include:

- Annual performance reviews
- For tenure track faculty, pre-tenure reviews and reviews at the time of promotion and tenure decisions
- For tenure track and non-tenure track faculty, reappointment decisions
- Disputes over workplace matters, including matters that might be considered “Grievances”

The [Faculty Handbook and Policies](#) states that in each of the above situations faculty have resources to help them prepare for these conversations. These include:

- [University Ombuds](#)
- [Employee Assistance and Counseling Center](#)
- Human Resources [LinkedIn Learning](#) online training opportunities on crucial conversations (search for terms such as “crucial conversations,” “difficult conversations,” or “challenging conversations.”)
- Appendix F to the [UAB Faculty Handbook](#), which has a helpful FAQ on “Conflict Resolution.”