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Conflict With Administrators: Professionalism Conflict with Administrator

Jessica Long

Wayne State University, hm5511@wayne.edu

Jovan Jande

Wayne State University, ga7228@wayne.edu

Krishni Kumaresan

Wayne State University, hn0050@wayne.edu

Mohammad Al-Hadidi

Wayne State University, gn6591@wayne.edu

Molly Dahle

Wayne State University, hk4743@wayne.edu

See next page for additional authors

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Authors

Jessica Long, Jovan Jande, Krishni Kumaresan, Mohammad Al-Hadidi, Molly Dahle, Trevor Ruesch, and Wassim Mohamad-Said

Professionalism Conflict with Administrator

Authors: Al-Hadidi, M; Dahle, M; Jande, J; Kumaresan, K; Long, J;
Reusch, T

Learning Community Group: Yellow 46



Professionalism Conflict with Administrator

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The administrator makes a lewd comment about another employee in front of you

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1. Consult employee guidelines for reference on hospital policy pertaining to such jokes
2. Meet with peers and assess whether anyone else has experienced a similar situation with this, or another administrator
3. Speak with the administrator, if comfortable, and let them know why their comments were inappropriate
4. a) Have HR meet with the administrator to develop a plan to educate the administrator and prevent future comments from being made
4. b) This also ensure that should it happen again, there is record of this event

Wayne State University School of Medicine



Reflections

Dealing with conflict with an administrator is a difficult situation like dealing with most conflict, but it is complicated by potential hierarchies at play. It is important to deal with administrator based conflict in a way that is formalized and involves the correct parties to ensure both that the conflict is addressed, but also that you are protected from any retaliation by someone in a higher position than yourself. Similarly, it's also important to approach conflict with a willingness to have a dialogue and a growth mindset, as this makes the other person involved in the conflict more likely to have the same. This increases the odds that the conflict is solved in a way that is amenable to both parties and prevents future conflict of the same variety.

