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Negotiations Behind Negotiations: A System Model

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Negotiations Behind the Negotiations A “System” Model

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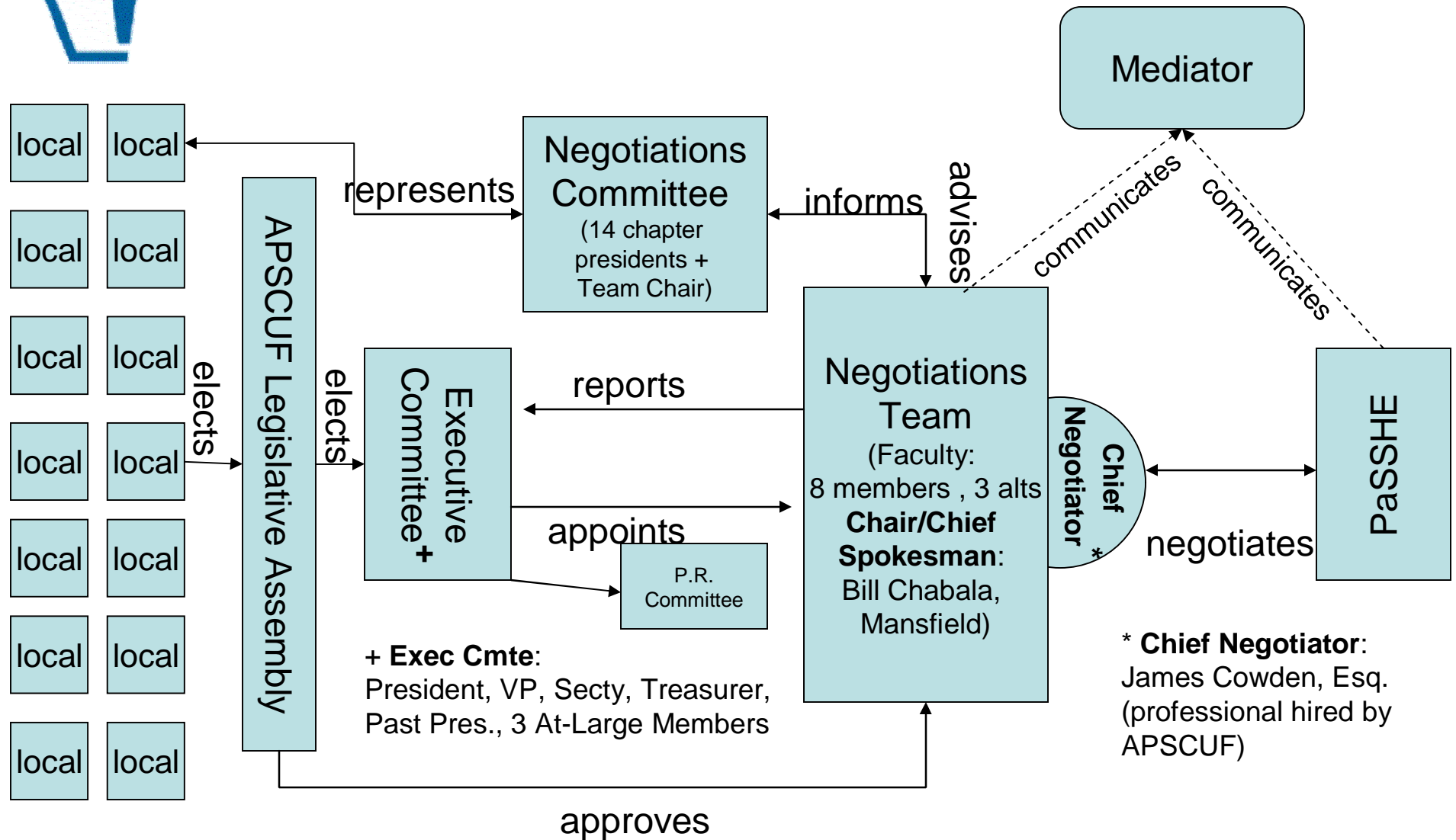
Negotiation's Context

- Association of Pennsylvania State College and University Faculty (APSCUF)
 - History
 - Negotiations Team structure
 - Constituents
- Pennsylvania State System of Higher Education (PASSHE)
 - History
 - Negotiations Team structure
 - Constituents
 - Political
 - Board of Governors
 - Individual campuses

- [illegible]



APSCUF's Negotiations Process



Preparation for Negotiations

- APSCUF data gathering:
 - All faculty survey
 - Individual campus visits
 - Membership meetings
 - Focus group sessions
 - Negotiation Team member's campus assignments
 - Input from various “cohort” groups

- Notes:

Communicating with members

- Negotiation's Newsletters
 - Topic specific
 - Explanation of contract proposals
- Conference calls
 - Participants
 - Content/timing
- Team member's campus assignments
- Negotiations Committee

- Notes:_____

“Closings”

- Team’s recommendation to APSCUF’s state Executive Committee
- Team’s presentation to Legislative Assembly
- Campus Visits
 - Focus on “explaining” versus “selling” settlement
 - Role of individual campus leadership
- All membership voting

- Notes:

Post-Negotiations De-briefing

- Final Contract preparation
 - APSCUF contract implementation department
 - Negotiations Team
- Negotiation's team post-negotiations review
- Recommendations
- Contract Monitoring

- Notes:_____
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