History of Dignity at Work Task Force’s efforts to design improved grievance procedures for workplace bullying complaints that involve faculty.

1. **December 2016-January 2017:** Faculty Senate Chair creates Task Force with 2 co-chairs, 6 members

2. **January - June, 2017:** Gather information
   a. Discussion with Senior Administration, Round 1. Task Force meets
      i. Pres, Provost, Head HR, VP DEI, Counsel, PR
      ii. Deans: A&S, Heller, IBS, GSAS, Head of Rabb
      iii. Chair, Committee on Faculty Rights and Responsibilities (CFRR)
      iv. Other relevant committee chairs
   b. Become thoroughly familiar with the research on workplace bullying
   c. Write *Nature and Consequences of Workplace Bullying*
      i. Citing roughly 80 rigorous research papers and 17 books
   d. Interviews experts
      i. Expert on mediation
      ii. Career ombuds, contributes to relevant publications
      iii. CEO of consulting firm focused on workplace bullying
      iv. Faculty involved in workplace bullying policies at other universities
   e. Gathers detailed workplace bullying policies & procedures from numerous other institutions, especially universities

3. **Proposal V.1**
   a. Written Fall 2017 – late winter, 2018
      i. Draws on Univ. South Carolina to include “Faculty Civility Advocate”
         who would get training in how to do investigations and carry out all investigations
      ii. Highly detailed
   b. Discussions with Senior Administration, Round 2, Spring, 2018
      i. Task Force discusses Proposal V.1 with Pres, Provost, Head HR, VP DEI, Counsel, PR, Deans: A&S, Heller, IBS, GSAS, Head of Rabb, New Ombuds
      ii. In meeting with Head of HR & Ombuds, VP DEI suggests that we rely on the DEI investigator to enhance professionalism. VP Dei strongly encourages us to do so.
      iii. We take this idea seriously and meet with investigator, who supports the plan

4. **Proposal V.2**
   a. Summer-Fall 2018: Revise Proposal V.1 substantially.
      i. Proposal V.2 no longer has single faculty member doing all investigations
      ii. Proposal V.2 has one faculty member per case working with the DEI investigator. That faculty member would vary by case
         This changes many other dimensions of our proposal
iii. Provost asks us to investigate more closely whether CFRR should handle workplace bullying cases
   1. Big meeting, Provost, CFRR Chair, Task Force
   2. Provost agrees CFRR should handle appeals, not main adjudication

b. February 2019: Distribute Proposal V.2 to faculty

c. Host 3 Faculty Forums and one Information Session
   i. Faculty Forum, February 25, 2:00 – 3:30, Science Complex
   ii. Faculty Forum, February 26, 2:30 – 4:00, Shapiro Campus Center
   iii. Faculty Forum, February 28, 2:00 - 3:30, Mandel Center for Humanities
   iv. Education Session, April 16, 10:00 - 11:30 am

d. In these,
   i. Brief discussion of nature of Workplace Bullying & draft proposal
   ii. Comments & suggestions solicited
   iii. In total, roughly 75 faculty members attend
   iv. All faculty comments/suggestions recorded

5. Proposal V.3

a. March, 2019: Revise Proposal V.2 in light of faculty comments

b. Late spring, 2019: Distribute Proposal V.3 to senior administrators
   i. Discussions with Senior Administration, Round 3
      1. University Counsel has a few questions
         a. These are addressed with care; he responds positively
      2. Ombuds sends a few comments/requests, which are fully incorporated
      3. VP DEI highlights no further concerns

c. Task Force finalizes proposed language for Faculty Handbook

d. April, 2019: Faculty Senate votes overwhelmingly to approve Proposal V.3 and specific proposed language for Faculty Handbook

e. September, 2019: New member of Administration raises concerns

f. December 2019: New member of Administration accepts existing proposal

g. January, 2020: Faculty Senate again overwhelmingly endorses Task Force’s proposed revisions to Faculty Handbook.