

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 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.