

Aloha Joel,

Attached is the final report on Bullying that was turned in last Spring. The FPC recommends to the Academic Senate that a task force be formed to create training on what bullying actually is and is not bullying (similar to sexual harassment awareness training).

Mahalo,  
Sam

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To: Academic Senate Executive Committee  
From: Faculty Policy Committee  
Date: April 14, 2014

RE: Bullying Survey Analysis

Aloha e,

The Faculty Policy Committee (FPC) met and went over the results of the Bullying Survey and were very impressed by the Responses. Over all 119 people took the survey (118 answered question #1).

65 Faculty members  
27 APT  
12 Clerical/secretary  
7 POM  
7 Preferred not to answer (PNTA)

The answers people gave were honest and very constructive. From the survey the FPC found that there are a lot of people who are concerned about being bullied or being intimidated by other faculty and would like to see something done about it.

Question 14 of the survey asked in what ways people had been bullied at Hawai'i CC. The respondents had a list to choose from:

- A. Consistent interrupting of a colleague who speaks at committee, department, or college meetings
- B. Rolling eyes or verbally scoffing at a colleague's ideas, thoughts, or suggestions
- C. Spreading rumors to undermine a colleague's credibility
- D. Shutting out a colleague from college functions/meetings
- E. Preventing conversations with other departmental faculty/staff.
- F. Having a tirade or an intense "cross examination" in front of departmental and campus colleagues to belittle or demean a colleague's professional talent.
- G. Giving intimidating "advice" to remain silent at department or college meetings
- H. Threatening to deny tenure to probationary faculty
- I. Threatening to deny promotion to a tenured faculty member

- J. Overloading a colleague with so much committee work; primary duties suffer (i.e. a teaching faculty member on so many committees they cannot properly prepare for classes).

Of the people that answered this questions the following were the **most answered** (down to the least)

|               |       |                                      |                                  |                  |
|---------------|-------|--------------------------------------|----------------------------------|------------------|
| <b>C = 28</b> | J = 8 | The open response had the following: | yelled at = 7                    | backstabbed = 1  |
| <b>B = 25</b> | H = 5 |                                      | verbal threat = 5                | text message = 2 |
| <b>F = 23</b> | I = 2 |                                      | racial bullying = 5              | standing = 1     |
| <b>E = 19</b> |       |                                      | undermine credibility= 5         |                  |
| A = 12        |       |                                      | ignored= 3                       |                  |
| D = 12        |       |                                      | unjustified blame = 3            |                  |
| G = 11        |       |                                      | laughed at in front of others= 1 |                  |

The last question of the survey asked or a general open response to tell the committee their opinion about bullying. There were many different comments that fit into seven distinct categories:

How to earn tenure Issues = 5  
Administration office conflicts = 2  
Emotionally/unhealthy environment non-supportive work environment = 15  
Want some kind of workshop = 3  
Junior/senior faculty relationships and conflicts = 10  
Student/faculty issues = 3  
See no problem of bullying on campus = 3

The campus has had the opportunity to read the survey results for themselves. The FPC has met and believes that there should be some sort of workshop that would take place at the start of the academic year that highlights the ways bullying happens on campus. There were many honest replies that said that they bullied people on campus but that they thought it was not bullying at all but now see that it could be perceived as bullying.

The FPC is not done with this issue and will continue to plan on such a workshop in the Fall 2014.

Respectfully submitted,

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Sam Giordanengo  
Co-Chairs, Faculty Policy Committee