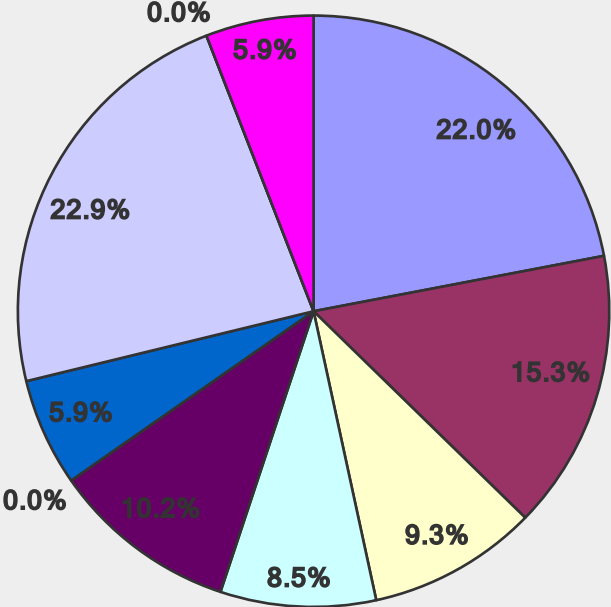


2014 Bullying at Hawai'i Community College Survey

What is your position at Hawai'i Community College? (check one)

Answer Options	Response Percent	Response Count
Full time tenured faculty member	22.0%	26
Full time tenure track faculty member	15.3%	18
Full time faculty member (non-tenure track)	9.3%	11
Part time faculty member	8.5%	10
Full time clerical/secretary	10.2%	12
Part time clerical/secretary	0.0%	0
POM	5.9%	7
APT	22.9%	27
Administrator	0.0%	0
Prefer not to answer	5.9%	7
<i>answered question</i>		118
<i>skipped question</i>		1

What is your position at Hawai'i Community College? (check one)



Full time tenured faculty member

Full time tenure track faculty member

Full time faculty member (non-tenure track)

Part time faculty member

Full time clerical/secretary

Part time clerical/secretary

POM

APT

Administrator

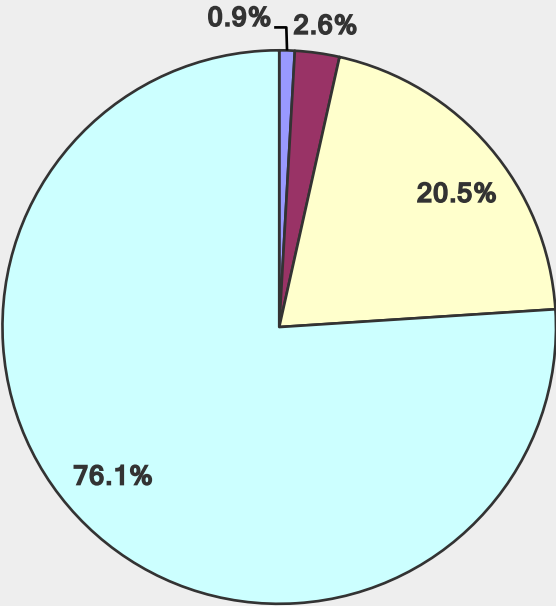
Prefer not to answer

2014 Bullying at Hawai'i Community College Survey

How many colleagues do you consider friends at Hawai'i Community College?

Answer Options	Response Percent	Response Count
a. None	0.9%	1
b. 1	2.6%	3
c. 2 or 3	20.5%	24
d. 4 or more	76.1%	89
<i>answered question</i>	<i>answered question</i>	117
<i>skipped question</i>	<i>skipped question</i>	2
		117
		2

How many colleagues do you consider friends at Hawai'i Communi



ity College?

a. None

b. 1

c. 2 or 3

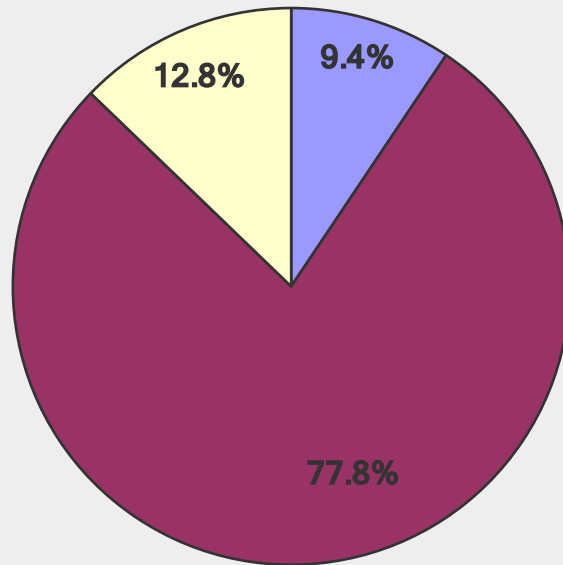
d. 4 or more

2014 Bullying at Hawai'i Community College Survey

Thinking about the friends from question #2; how many are in your department?

Answer Options	Response Percent	Response Count
a. None	9.4%	11
b. Some	77.8%	91
c. All	12.8%	15
	<i>answered question</i>	117
	<i>skipped question</i>	2

Thinking about the friends from question #2; how many are in your department?



Department?

a. None

b. Some

c. All

|

Other (open response)

Colleagues may not be interested in the discussion, may not know enough about the content that is being discussed

What does "Weakness" mean? Sometimes lack of participation is due to disinterest or to the fact that if you're representing your department, you don't want to listen anyway.

He or she doesn't have anything to contribute or share

Some just may not have anything to contribute.

Sometimes people wait until they are sure of their information before speaking up.

Nothing to say at the time

Perhaps they do not have a comment for the group. Or do not have a strong opinion to share at the moment. Another possibility is that they may not want to share their opinion in front of due to the other person's status and/or affect on said person.

They have no comments to add.

Does not really want to be there. Finds meetings tedious and unhelpful.

That colleague is most likely NOT tenured. It would also depend on what is being discussed, who is leading the discussion, and the meeting. I think I've been at the college long enough to figure out why someone may not speak out.

It could also be that they do not care or hold no opinion on the matter.

Not having enough info

Observing

Fear of saying the truth and getting snickered at or being shut out.

They may be more of the observer type, or they may have nothing to say.

I don't usually judge people who choose not to talk at meetings. There are many reasons why people choose not to

None of the above... possibly just thoughtful. Large department, so only the loud ones talk.

Also, some untenured or vulnerable persons are hesitant due to other, more powerful or dominating persons exacting their dominant point of view.

It may be humility but could also be disinterest/laziness.

Apathetic to the topic being discussed

Listens to all facts before speaking out

I believe they have nothing to contribute at that point in time.

Not sure how to answer or how to contribute. There is a high learning curve at the College with no mentoring program. They need to familiarize yourself on topics or long standing issues.

Strategic

Learning the ropes

It could also mean that the colleague does not feel that their contribution if made will be valued. This could be due to

Listening, learning, waiting to see what assignments are coming

Local culture: if you have nothing concrete to add, no need to say anything.

No input to add, not there is anything negative

Not informed of the issue being discussed

Does not have anything to say.

Also, indifference, unwilling to participate especially if the individual is paying attention to their electronic device.

I usually assume they are just not as vocal with their thoughts. Some people don't feel the need to share their opinions nonetheless.

Does not have any comments to share.

Cultural

May not have an opinion, may not apply to them and what they do, may be absorbing, contemplating.
or apathy

unknown - unless I know a person, I won't really know why they are being silent

Good listener

He/she is shy or has nothing to add.

depends on the colleague and what is being discussed

Maybe he/she doesn't feel they have the background, and therefore doesn't feel comfortable speaking up (doesn't v
A careful listener who prefers to think and deliberate first before chiming in.

lack of interest

They are afraid to make someone angry or upset and jeopardize their tenure so they are "seen and not heard."

I make no attempt to interpret the reason for the silence.

Some people do not feel comfortable expressing their ideas and/or opinions in front of others.

Being shy or having nothing relevant to add to the conversation.

That colleague may have nothing to contribute.

Others' silence at a meeting is none of my business and I think that it could be any of those listed: humility, weakness:
reason.

don't know

Sometimes it is good to listen, and some people don't have a strong enough opinion to speak up. I usually think this
My interpretation is that the colleague does not have anything to add to the discussion.

Or, just nothing to say.

It could be either way, especially for probationary faculty I believe that fear plays a major role because your "job is on
taking a chance, feels intimidating at times

Could be any of a number of reasons. I don't read anything into that.

Having nothing to add

All of the above are causes of not speaking up at meetings on our campus.

lack of engagement

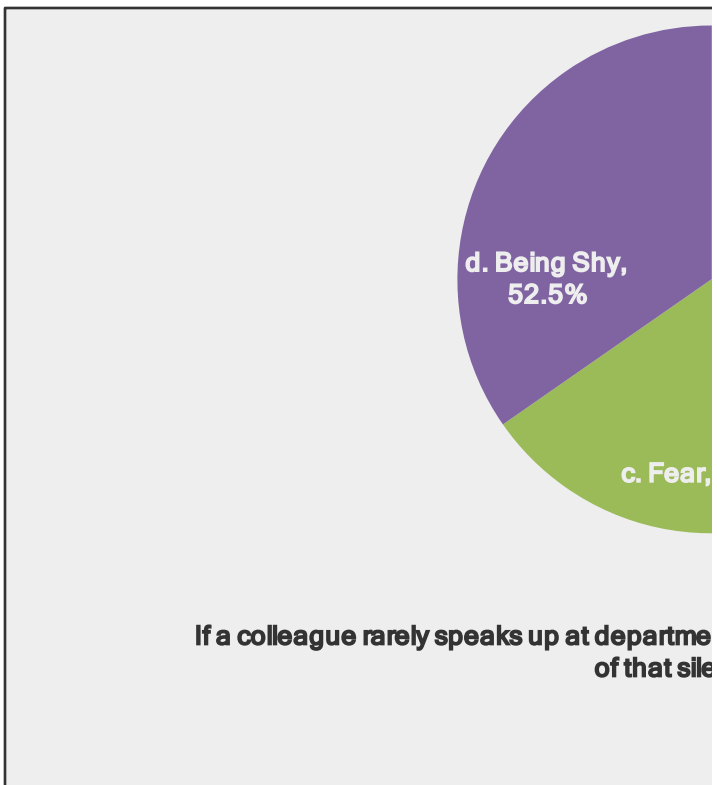
nothing to add to the conversation

Locals don't like to "show boat", nor do they generally like "show boating".

2014 Bullying at Hawai'i Community College Sur

If a colleague rarely speaks up at department or college l

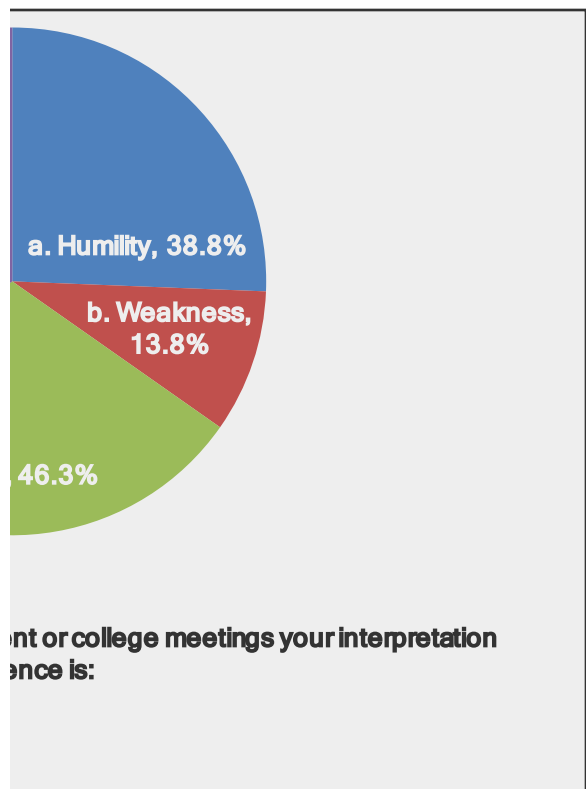
Answer Options	Response Percent
a. Humility	38.8%
b. Weakness	13.8%
c. Fear	46.3%
d. Being Shy	52.5%
Other (open response)	
<i>answered question</i>	
<i>skipped question</i>	



urvey

meetings your interpretation of that silence is:

Response Count	
	31
	11
	37
	42
	61
	80
	39



Other (open response)

I feel colleagues are also passionate about the topic.

It depends what they are saying...

Has something to say at that time

That person may be a leader of the group. Perhaps this person can benefit from spending a meeting or two without a and information may come up from other members.

Some have good insight; others just seem to want attention.

it could be any of the above; it depends if they always say the say thing / depends if they listen or not / depends if th

For the most part colleagues who always speak up have something to say and know what they are talking about. Oc attention, or even belittle others.

It depends on who is speaking.

Also, why the preponderance of negative answers related to participation?

We have a variety of reasons one will speak, most of them is out of knowledge/information about each department, s knowledge that they know more about someone else's department and how they are not doing it the correct way.

They have alot to say.

Really depends on circumstances-- are his/her comments worthwhile? (in which case, knowledgeable); otherwise, talk think... in other cases, could be one of the first 3 choices.

Extrovert, or at times persons who wish to dominate a conversation by asserting a dominant point of view early and th opposition from vulnerable or untenured persons.

Depends on the topic being discussed and the manner in which the speaking takes place. Their tone of voice has a teaching us (helpful), "schooling" us (condescending)

They may knowledge or are people who like to be a part of the conversation.

I realize that we have a few very passionate faculty who really care about issues and the future of the college. Howe "their way or no way!"

Some colleagues always speak up because it is their responsibility to run the meeting or report in some fashion. One due to self-importance and because of the desire for attention.

It could mean many things depending on the situation. It could be a good thing with great input being provided how contributing. All ideas and people should be given the opportunity to contribute and should feel as if their contributio considered.

Also, their experience is valuable to the discussion

What list below?

has some information to add

has a definite position on the issue

Again, some people are just naturally more vocal. Hopefully, the colleague is also speaking because they have some their frequent voicing their thoughts is more of a personality trait.

It depends. It is fine if he/she has valuable information to share.

interpreting 'domination' by person is likely variable and 'always speaking up' could mean empowered person versus 'speaking up' is done -- communications are VERY tricky this way.

Has a valid opinion or question that we should hear, most of the time we learn something in the process!

honest desire to contribute a needed perspective

It really depends on the person, the way they speak, their attitude, personality, etc.

It depends on who that speaker is.

depends on the colleague and what is being said

Concerned and engaged professional

Has an agenda or perspective that he or she wants to promote as often as possible among colleagues (which is not

Depends...on how relevant the discussion is to the current conversation and how it is being presented (ie tone of voice

wants to be heard

Generally I would make no attempt to interpret.

We have several members that fit into each of these categories: 1 is a "know it all", 1 is an attention seeker and a few again and again in each of these individuals-they don't hide it very well.

I would think that they feel comfortable expressing their opinions in front of others.

Depends on what is said and if relevant to the conversation. Some people just like attention, but others have valid p

There is a multitude of reasons for speaking up.

Like being quiet at a meeting, those who speak up at meetings do so for various reasons. It could be arrogance, "kr other personal reasons.

don't know

Desire to contribute and having something of value to contribute

For some colleagues, I consider them knowledgeable, for others I consider them incompetent.

Has strong opinions about the topic. Feels unthreatened and relaxed enough to speak out.

Also could be any of those reasons. Some people have a great deal of knowledge to share, while others like the att

Again, all of those are possible interpretations depending on the person and/or situation.

Depends on the meeting, not always the same reasons.

It depends; sometimes it may appear to be arrogance or being a "know it all"; other times, it may be genuine concern

DEPENDS!!!

2014 Bullying at Hawai'i Community C

If a colleague always speaks up at department

Answer Options	Response Percent
a. Arrogance	17.6%
b. A "Know it all"	17.6%
c. Attention seeker	30.6%
d. Knowledgeable	78.8%
Other (open response)	

answered question

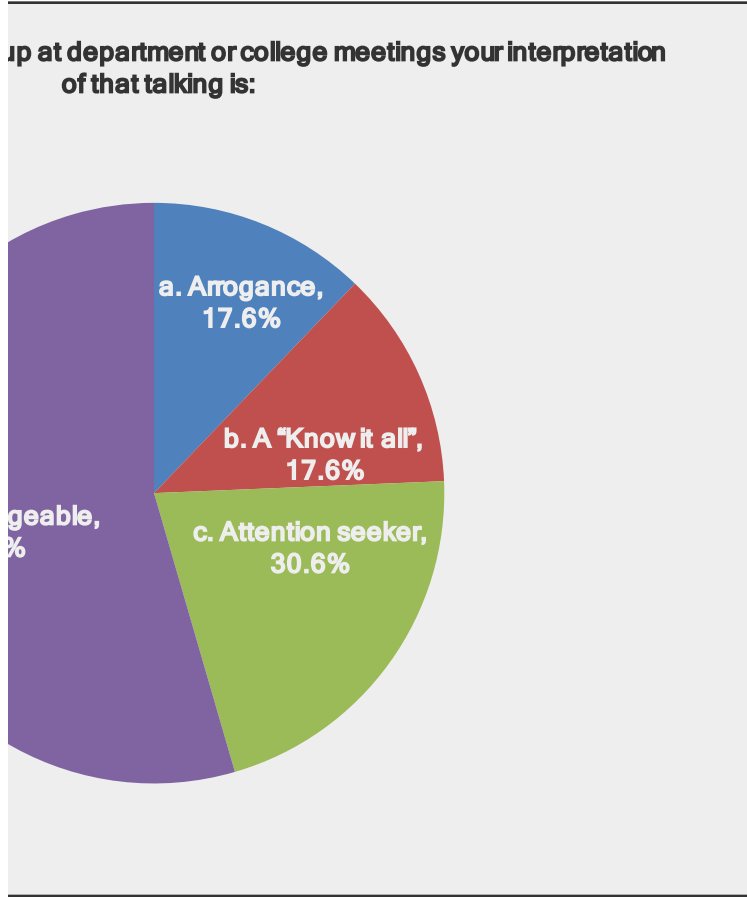
skipped question

If a colleague always speaks u

d. Knowledgeable
78.8%



College Survey	
Department or college meetings your interpretation of that talking is:	
	Response Count
	15
	15
	26
	67
	45
	85
	34

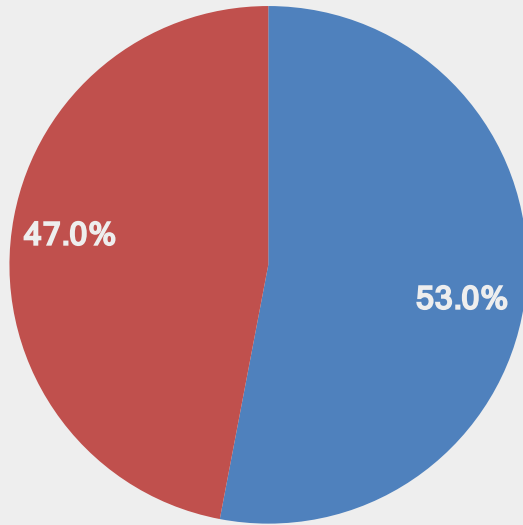


2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying (based on the list above) at Hawai'i Community College?

Answer Options	Response Percent	Response Count
a. Yes	53.0%	62
b. No	47.0%	55
	<i>answered question</i>	117
	<i>skipped question</i>	2

Have you ever experienced bullying (based on the list above) at Hawai'i College?



Community

■ a. Yes

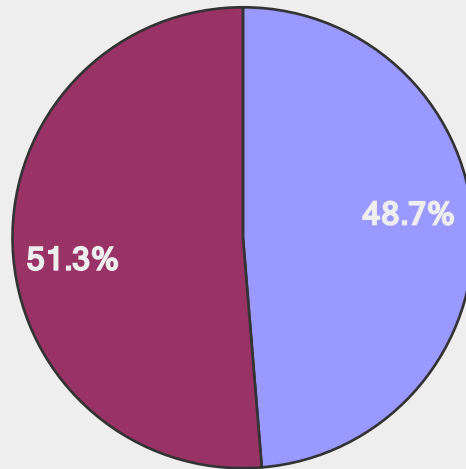
■ b. No

2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying outside the list above (i.e. physically or emotionally) at Hawai'i Community College?

Answer Options	Response Percent	Response Count
a. Yes	48.7%	57
b. No	51.3%	60
	<i>answered question</i>	117
	<i>skipped question</i>	2

Have you ever experienced bullying outside the list above (i.e. physically or emotional) at Hawai'i Community College?



■ a. Yes
■ b. No

ily)

s

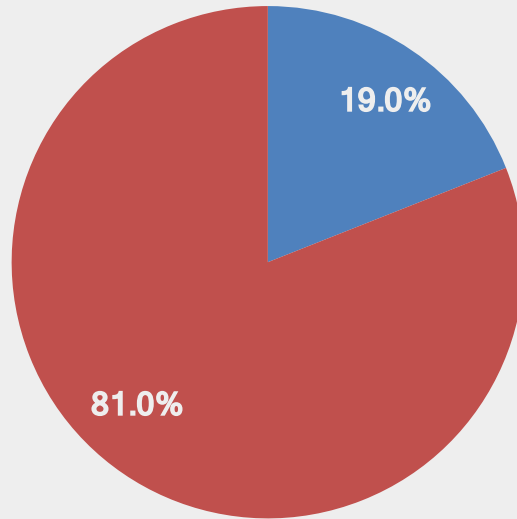
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2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying at Hawaii Community College based on your age?

Answer Options	Response Percent	Response Count
a. Yes	19.0%	22
b. No	81.0%	94
	<i>answered question</i>	116
	<i>skipped question</i>	3

Have you ever experienced bullying at Hawaii Community College based on your age?



?

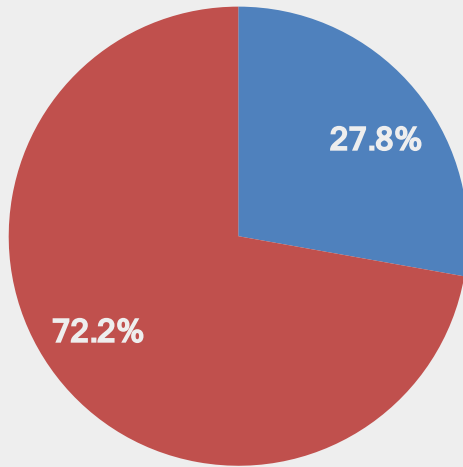
a. Yes b. No

2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying at Hawaii Community College based on your ethnicity?

Answer Options	Response Percent	Response Count
1. Yes	27.8%	32
2. No	72.2%	83
	<i>answered question</i>	115
	<i>skipped question</i>	4

Have you ever experienced bullying at Hawaii Community College based on your ethnicity?



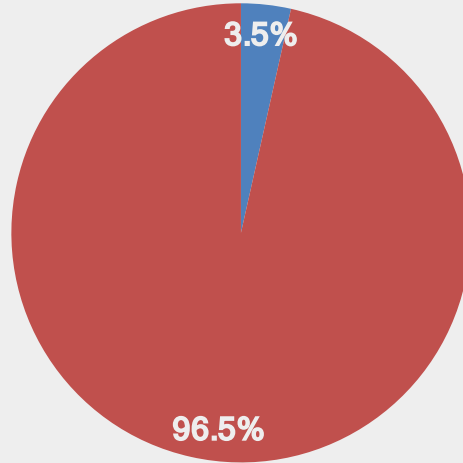


2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying at Hawaii Community College based on your sexual orientation?

Answer Options	Response Percent	Response Count
1. Yes	3.5%	4
2. No	96.5%	111
	<i>answered question</i>	115
	<i>skipped question</i>	4

Have you ever experienced bullying at Hawaii Community College based on your sex orientation?



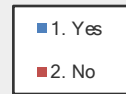
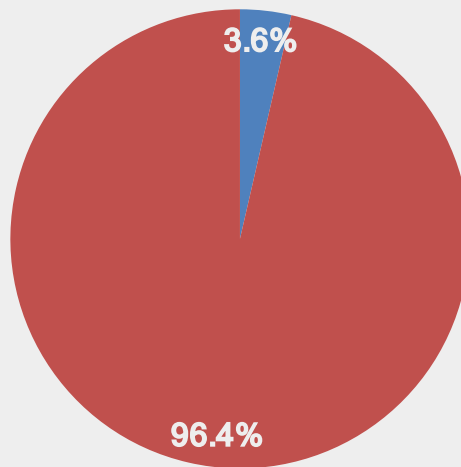
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2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying at Hawaii Community College based on a disability?

Answer Options	Response Percent	Response Count
1. Yes	3.6%	4
2. No	96.4%	108
	<i>answered question</i>	112
	<i>skipped question</i>	7

Have you ever experienced bullying at Hawaii Community College based on a disability?



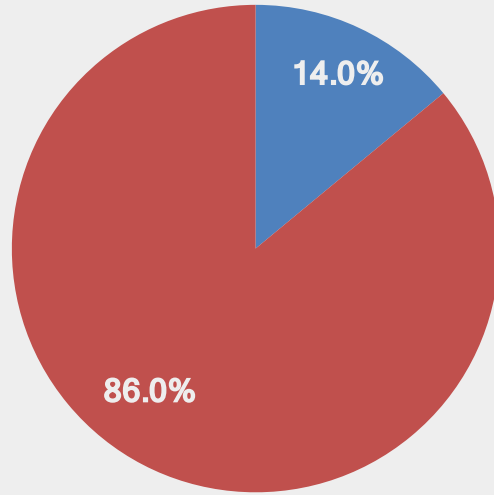


2014 Bullying at Hawai'i Community College Survey

Have you ever experienced bullying at Hawaii Community College based on your gender?

Answer Options	Response Percent	Response Count
1. Yes	14.0%	16
2. No (if you answered no to Questions 6, 7, 8, 9, 10, 11, & 12 please go to question #18)	86.0%	98
	<i>answered question</i>	114
	<i>skipped question</i>	5

Have you ever experienced bullying at Hawaii Community College based on your gender?



- 1. Yes
- 2. No (if you answered no to Questions 6, 7, 8, 9, 10, 11, & 12 please go to question #18)

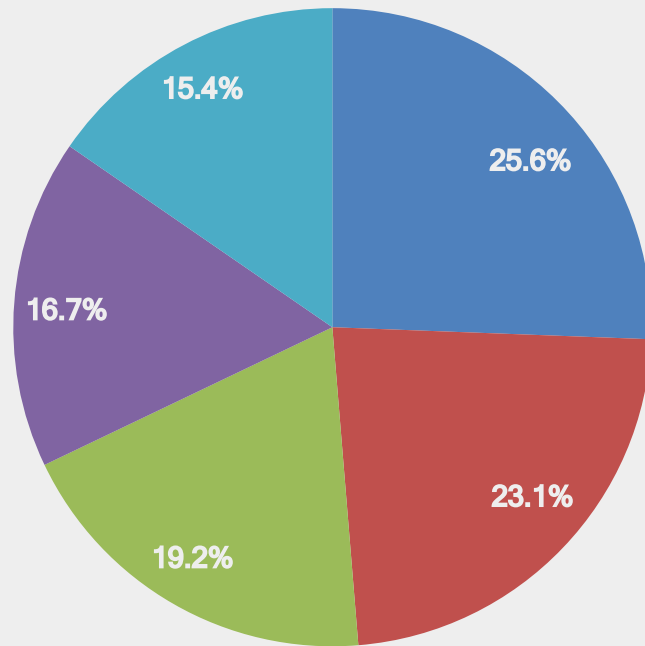


2014 Bullying at Hawai'i Community College Survey

How often have you been bullied as an employee of Hawai'i Community College in the last five years?

Answer Options	Response Percent	Response Count
a. I have not been bullied in the last two or more years	25.6%	20
b. Once or twice	23.1%	18
c. About once a semester	19.2%	15
d. 2 or 3 times a semester	16.7%	13
e. Several times in a semester	15.4%	12
	<i>answered question</i>	78
	<i>skipped question</i>	41

How often have you been bullied as an employee of Hawai'i Community College in



the last five years?

a. I have not been bullied in the last two or more years

b. Once or twice

c. About once a semester

d. 2 or 3 times a semester

e. Several times in a semester

Response Text

A, B, C, D, G

- 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
- D. Shutting out a colleague from college functions/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.

Consistent interrupting of a colleague who speaks at committee, department, or college meetings
Rolling eyes or verbally scoffing at a colleague's ideas, thoughts, or suggestions
Spreading rumors to undermine a colleague's credibility
Shutting out a colleague from college functions/meetings

Unprofessional/disrespectful behavior by colleagues with dissimilar points of view at meetings (esp. definition B); unilateral decision making without dept. collaboration; criticism/accusations to administration based on questionable evidence; A LOT of rumors

Feeling from coworker that what I do is always wrong and never good enough...and only to see coworker doing the same thing

Colleague tried to threaten me with "going to the union" when I did nothing wrong. Another colleague formed a committee to investigate my work and crosses over into my service area to the college and attempted to use the committee to boss me and second guess my work

Non-verbal actions such as no smile. Not responding/ignoring.

Attempted Bullying by being "Over spoke", or closed out of conversations, inappropriate remarks or conversations about my work
C and G

Consistent interrupting of a colleague who speaks at committee, department, or college meetings; Shutting out a colleague from college functions/meetings; Rolling eyes or verbally scoffing at a colleague's ideas, thoughts, or suggestions; Having a tirade or an intense "cross examination" of colleagues to belittle or demean a colleague's professional talent.

Spreading rumors about me. Over loaded with work that regular assignment suffers.

interrupting, talking behind your back

back stabbing, words being put in my mouth

belittling and demeaning remarks made to me in person and in email several times during a semester for about 5 semesters

B, C, and H

Race,

verbal threat, yelling, argumentative, demeaning.

Via public emails sent to undermine credibility

Via being shut out of meetings or ignored related to department initiatives

A, B, D

Rolling eyes or verbally scoffing at a colleague's ideas, thoughts, or suggestions. Spreading rumors to undermine a colleague's credibility from college functions/meetings. Preventing conversations with other departmental faculty/staff. Having a tirade or an intense "cross examination" of departmental and campus colleagues to belittle or demean a colleague's professional talent. Telling an administrator that I am not qualified for the position hints at getting even later

* Spreading rumors to undermine a colleague's credibility

* Overloading a colleague with so much committee work; primary duties suffer (i.e. a teaching faculty member on so many committees for classes).

* Shutting out a colleague from college functions/meetings

* Preventing conversations with other departmental faculty/staff.

n/a
I was told there was no discussion, my opinion was not a part of the discussion and it was all decided, even though t Rolling eyes when I speak, impatient response, not being called upon when hand is raised to speak, given many ass classes (committee work)
N/A
Communication has been limited by specific colleagues preventing me from obtaining information relevant to my job a necessary information from other sources. I have been demeaned personally and professionally by a colleague in front of peers and other visiting colleagues. I have been told by a fellow colleague and friend that pressure was placed on them to sign a formal complaint initiate however they were named as someone complaining. When they did not sign they stated that they were faced with re left the college and refused to come back when asked unless situation was addressed (this was a valuable casual er availability) following this and similar situations I was told by colleague that any communication to staff in his department needed to go through him. I have been bullied in the past by another person however that has been addressed and is no longer an issue. This This person can and has created a hostile environment during meetings and never admits to error on her behalf. She if it is outdated or against current policy. On many instances she has blamed other people and departments for her p most cases, she blames others when they are not there to defend themselves. Majority of the definitions for bullying I this person. intimidation as a new faculty member: not getting communications on a regular basis; being told untruths regularly tha schedules for students
A colleague gossiped behind my back, but never brought the concerns to me directly. At meetings, I've witnessed a "no" and "sigh" when either myself or someone else was talking. I've witnessed civil discussions escalate into raised person disagreed with each other and wanted to get their point across. students were openly insulting/stereotyping other ethnicites
None
Yelled at. Challenged. "Stink Eye" False statements made about me.
B, C, D, E, F
Rolling eyes or verbally scoffing at a colleague's ideas, thoughts, or suggestion
There was a pattern of behavior as mentioned in definition "C and "I" above.
B, C, D, E (forcing me to have a conversation with a faculty that was not my responsibility to have so leader did not h relationship friction themselves and knowing full well that my conversation would have no influence for going inappropri feedback on numerous times but continued and when brought to leadership -- buck was delegated back down), F, G, I, J
None of the listed issues-Yelled at in front of students for taking a tact different from what the bully felt was correct. Demeaning language. Unreasonable concern.
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 D. Shutting out a colleague from college functions/meetings F. Having a tirade or an intense "cross examination" in front of departmental and campus colleagues to belittle or den H. Threatening to deny tenure to probationary faculty
a 'colleague' or peer tried to shut down my conversation, and I felt that I could not speak or share my thoughts witho I have also heard things from students that staff or faculty say negative & demeaning things about me
Screamed at/intimidated during faculty meeting (faculty no longer here)
Was threatened by another faculty that I would be accused of bullying if I critiqued their job performance (which was :

During video conference meetings, having someone turn off the microphone so they can say something I cannot hear being ignored. Having people laugh at me in a video conference meeting that was not intended to be funny. Having play favorites. Having people talk about me when they think I cannot hear.

work to slow, getting told things that why or how come I leave to put back something from a co-worker, this co-worker enough belittling, co-worker gets mad, starts doing things fast and has an anger look on face.

Fellow faculty member yelling at me in front of colleagues, inappropriately and unprofessionally

1. I have had peers rolling eyes or verbally scoffing at my ideas, thoughts, or suggestions at Senate meetings
2. I know of two people who are spreading (false) rumors about me to undermine my credibility
I have had peers conduct an intense "cross examination" in front of during a Senate meeting mostly with the goal to talent.

verbally

B & C

Faculty/staff who use loud, intimidating voices that are unnecessary.

Staff who drop the ball on completing items either by absence or negligence, and then blame everyone else for why

Students who are frustrated and may have already been bounced around by other offices explode in my office.

Have overheard side comments about the disability.

At times remarks in meetings have been met with derision or negative comments instead of intellectual rebuttal. Remarks about one's ethnicity or tendencies based on ethnicity made in jest are not always accepted as jokes! Know The lack of consideration for new employees is disappointing. This includes making demeaning remarks when one a mentoring and then lack of tolerance when one does not know how to do something or where something is located.

I definitely experienced the rolling of the eyes and dismissing of ideas, thoughts, or suggestions. Also, other non-ver a paper aside that you handed to them, snubbing when you enter a room for a meeting, giving me "stink" eye, ignori someone else or using their phone for texting only when I am speaking. My e-mails to a certain colleague have gone withholding of necessary information. My work requests have been purposely delayed for an unreasonable time-fram work.

I have been verbally abused (yelled at) by a colleague in front of students for trivial matters such as using the wrong intimidate me. I have seen text messages telling others to deliberately exclude me from activities and to keep it on th remarks where spread to undermine my credibility.

Colleague called the department chair to attempt to have me do what the colleague wanted done. The department and told me that I was not getting along with everyone in the department. I did not do what the colleague wanted. I getting along with everyone.

Being shouted at. "YOU NO NEED TELL ME ANYTHING!!!!!!!"

a,b,c,f,,j

a,b,c,f,,j

C, D

My experience of being bullied doesn't fit exactly fit the definition provided here; I've described this bullying experienc From the list above: B,C, F. It was not done in front of colleagues it was done in front of students. Being held accoun over things outside of my control, and not being willing to communicate in a positive or productive way to resolve the

I believe that I am sometimes bullied because I am considered a non-instructional faculty member. So some people think my input on curriculum or assessment does not count, that I have no "right" to take part in academic discussions, and have been questioned aggressively. For example, asked, do you teach? And if my answer is no, that means I am deemed unqualified. And this might give away my status as non-instructional faculty. I also believe that credit faculty look down on me because I am non-credit. My program is somehow less academic. In the past (last 5-6 years) have brought me to tears because of insulting comments made in emails or in comments at the same department in the senate because I am the only one. I have no one to support me or my ideas by virtue of being a non-credit faculty member. Other departments will bring out every faculty member to ensure a vote in the senate is passed or not passed. I am not able to speak up.

interrupting and input not needed at meeting and in the workplace everyday.

Facial expressions, comments to other coworkers and members of different offices about work performance conducted in public.

Talking about all coworkers to other coworkers and to people in different offices on campus.

Demean and belittle coworkers with facial and verbal expression, also by sending emails and chats.

Taking frequent breaks to talk to and/or about other coworkers and staff/faculty members on campus, disrupting work.

Based on my race, based on my standing

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

F. Having a tirade or an intense "cross examination" not in front of departmental and campus colleagues to belittle my talent.

G. Giving intimidating "advice" to remain silent at department or college meetings

Because I am a non-Hawaiian I do not understand or sympathize with the Hawaiian people.

I'm not sure it's bullying but there is a certain wielding of power by those who hold it that prevents normal carrying out of my duties.

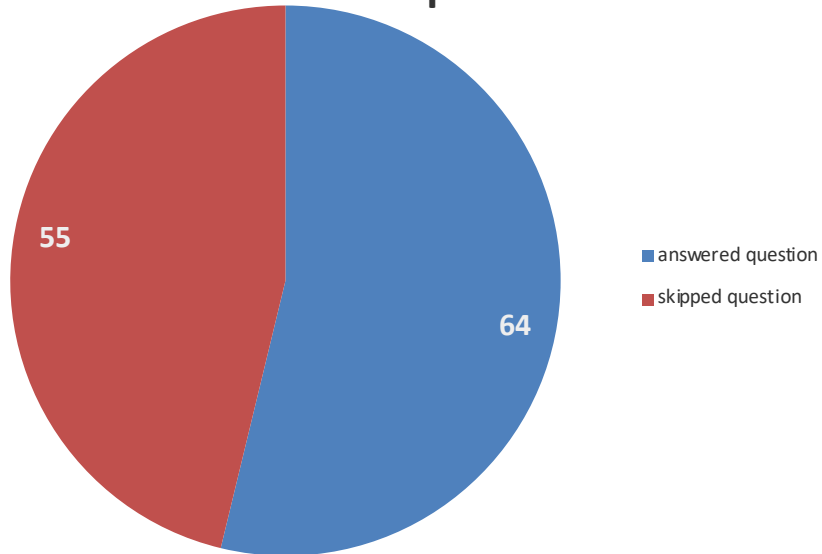
during my probation, on numerous occasions, I was told what to do, think and say.....it was disgusting and very stressful. status, there has been NO bullying whatsoever.

2014 Bullying at Hawai'i Community College Survey

Using the definition provided as a guide; in what ways were you bullied?

Answer Options	Response Count
	64
<i>answered question</i>	64
<i>skipped question</i>	55

Answer Options

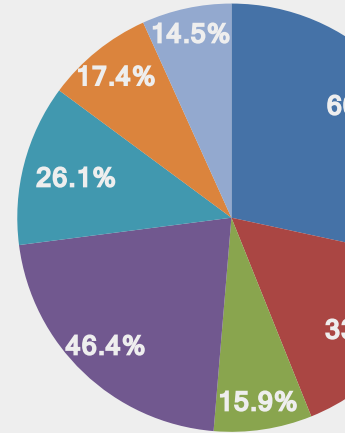


2014 Bullying at Hawai'i Community College Survey

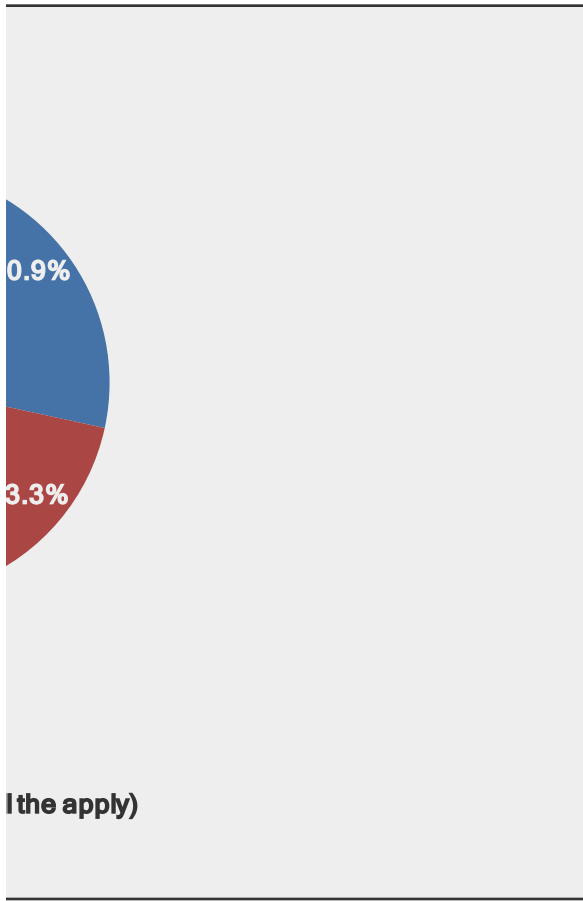
Who has bullied you the most? (check all the apply)

Answer Options	Response Percent	Response Count
Colleagues in my department	60.9%	42
Colleagues outside my department	33.3%	23
Junior Faculty	15.9%	11
Senior Faculty	46.4%	32
Administrators	26.1%	18
Staff personnel (not administrators)	17.4%	12
Students	14.5%	10
	<i>answered question</i>	69
	<i>skipped question</i>	50

- Colleagues in my department
- Colleagues outside my department
- Junior Faculty
- Senior Faculty
- Administrators
- Staff personnel (not administrators)
- Students



Who has bullied you the most? (check all)

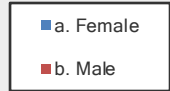
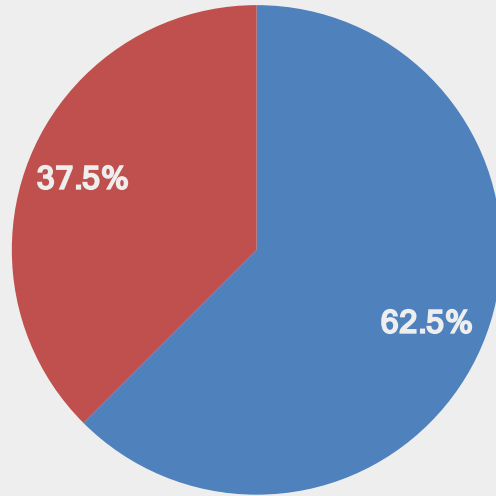


2014 Bullying at Hawai'i Community College Survey

The majority of those that bully me are (check one):

Answer Options	Response Percent	Response Count
a. Female	62.5%	40
b. Male	37.5%	24
	<i>answered question</i>	64
	<i>skipped question</i>	55

The majority of those that bully me are (check one):



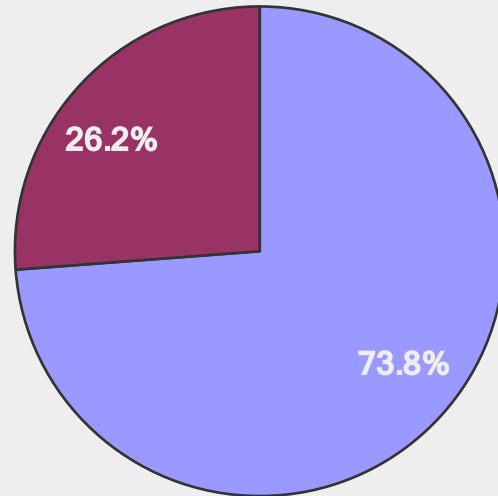


2014 Bullying at Hawai'i Community College Survey

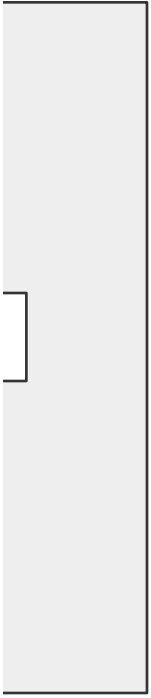
The majority of those that bully me are (check one):

Answer Options	Response Percent	Response Count
a. Older than me	73.8%	48
b. Younger than me	26.2%	17
	<i>answered question</i>	65
	<i>skipped question</i>	54

The majority of those that bully me are (check one):



- a. Older than me
- b. Younger than me

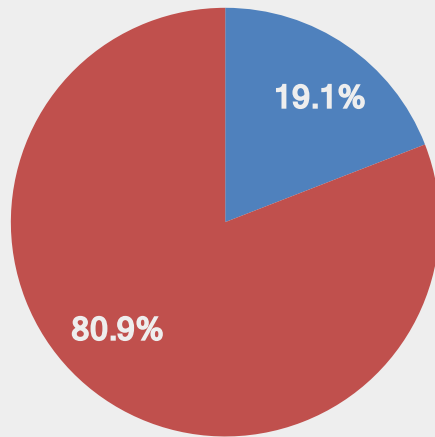


2014 Bullying at Hawai'i Community College Survey

Thinking of the definition provided as a guide; have you ever bullied (intentional or not) a colleague at Hawai'i Community College?

Answer Options	Response Percent	Response Count
a. Yes	19.1%	22
b. No (Please go to Question # 22)	80.9%	93
	<i>answered question</i>	115
	<i>skipped question</i>	4

Thinking of the definition provided as a guide; have you ever bullied (intentional or not) a colleague at Hawai'i Community College?



■ a. Yes ■ b. No (Please go to Question #

of a

22)

Response Text

I've rolled my eyes and have taken deep breaths in an uncomfortable situation.

Rolling eyes

I probably have participated in perpetuating rumors.

I believe I have "bullied" a colleague unintentionally. As a supervisor I need to sometimes be "stern" in certain situations. If someone is sensitive or lacks confidence, they take it as bullying.

Perhaps I did not allow someone the opportunity to share their opinions fully and openly at a meeting.

interrupting,

Rolling of eyes

B - rolling of eyes

Smirk when people are talking for long periods of time

If rolling the eyes is considered bullying, then absolutely I have engaged in that practice, but if you heard some of my reasons, you would agree. Also, I have always done that privately and not in a show to others. If that's bullying, so it is.

I sometimes interrupted colleagues during meetings and didn't allow them to finish their point.

B - not proud of it and ensuring it is not repeated.

verbalized to other colleagues about the work quality of another colleague

I'm answering yes because I imagine there is someone who felt I bullied them though it was never my intention. People often perceive themselves as victims.

n/a

Indirectly have bullied through listening to and tolerating conversations when a colleague is being discussed, instead of speaking up. This is probably inappropriate.

Spreading rumors to undermine a colleague's credibility.

When my colleague speaks lies to Admin. in front of me, I had rolled my eyes in disbelief & frustration.

rolling eyes at comments.

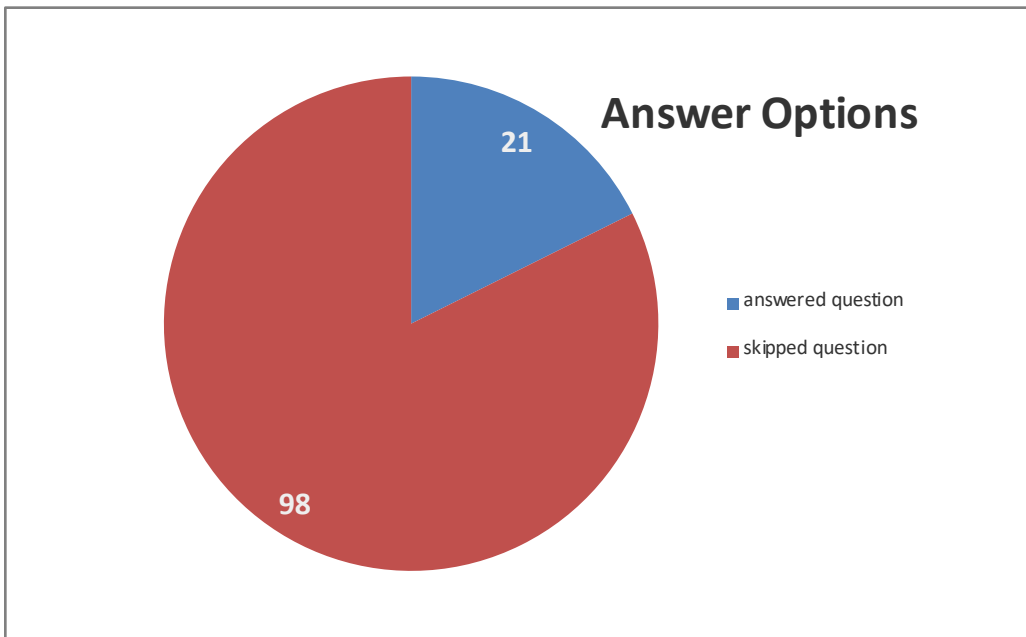
rolling eyes at comments.

Yes, I probably have, but it is, on reflection, because I felt threatened or intimidated by that person and I give as good as I get. I'm not a bully!

2014 Bullying at Hawai'i Community College Survey

If yes, using the definition provided as a guide; in what ways did you bully a colleague at Hawai'i Community College? (open response)

Answer Options	Response Count
	21
<i>answered question</i>	21
<i>skipped question</i>	98

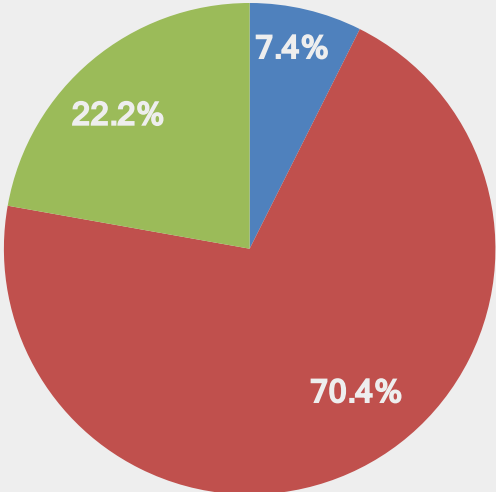


2014 Bullying at Hawai'i Community College Survey

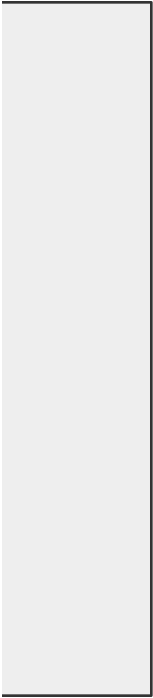
Did you think you were bullying at the time?

Answer Options	Response Percent	Response Count
a. Yes	7.4%	2
b. No	70.4%	19
c. Not sure	22.2%	6
	<i>answered question</i>	27
	<i>skipped question</i>	92

Did you think you were bullying at the time?



- a. Yes
- b. No
- c. Not sure



Other (open response)

Bullying behavior is not appropriate. I wasn't aware that it would be considered bullying. I try to engage in collegial d
The culture here seems to accept it

I had experienced my own/witnessed negative encounter(s) involving the person, which contributed to the overall imp

I do not condone bullying behavior. However, in this colleague's situation, the descriptions sound like bullying to the
introverted person. No matter what you do to help this colleague he/she will feel like they are being bullied. This per
person lacks any confidence and is afraid of any authoritative figure. No one in the department has had any positive
has gone as far as making harrassment claims which I feel is also a form of bulling.

I did not realize I was doing it until it happened. I look to prevent this from happening in future discussions and always
seek their input should they have any to offer. I also like to follow up with individuals after meetings to see what their
conversation.

retaliation

It's not about deserving it or didn't like the colleague it was about comments made in a meeting that I felt was inappr
eyes was bullying.

Colleague pattern. You could always expect the same colleague to take most of the meeting time going over the san

Administrator: using authority of position of being disrespectful and several times discriminated.

n/a

I get fussy when at meetings the verbal debate goes on and on without focus.

I was impatient and wanted my perspective to be heard and shared, especially when a colleague rambled on and on

None

Impatience after many, many years of active disempowering behaviors directed towards me.

I don't think there is anything engaging about bullying. I think someone can perceive they are being bullied if they do
not open to input that could be helpful to all

It's very upsetting when employees from faculty to clerical staff behave in a way that is not in alignment with the ILO's
the-board" expectation that faculty and staff CARE. Without human compassion, I'm sorry to say this. . . .bullying will
Did not think it was bullying until considering it in the context of the definition in this survey.

It was done in response to being harassed and having my concerns dismissed by supervisors.

Just a simple outlet for disagreeing to the comment.

Just a simple outlet for disagreeing to the comment.

As I said, I behaved aggressively because others began the behavior. The incident I am thinking of, it took many yea
(yes plural) before I responded in kind. I tried for many years to win them over with kindness (catch more flies with hor
only when I stood up for myself that it stopped (almost). At least it is not as overt.

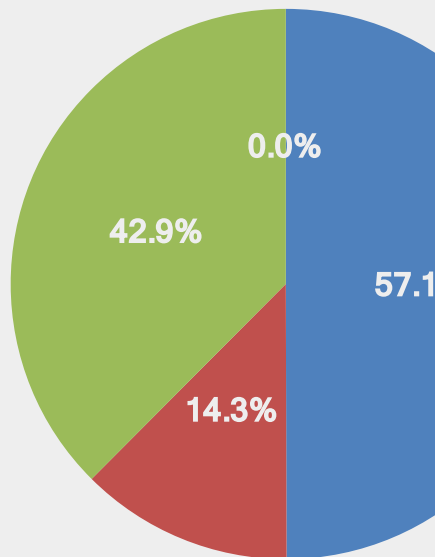
the bully does not even know that they are bullying others

2014 Bullying at Hawai'i Community College Survey

Why did you feel engaging in bullying behavior (whether you felt it was

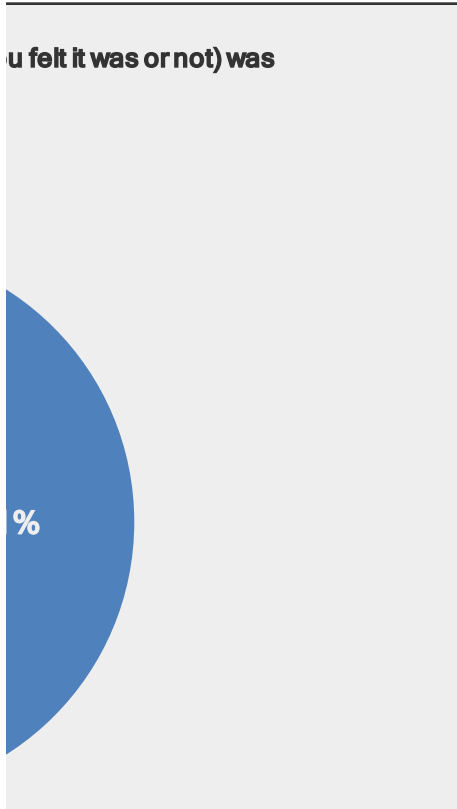
Answer Options	Response Percent
a. The colleague deserved it	57.1%
b. I didn't like the colleague	14.3%
c. The colleague wasn't a good fit for Hawai'i Community College	42.9%
d. I was threatened by the colleague's success at Hawai'i Community College	0.0%
Other (open response)	
<i>answered question</i>	
<i>skipped question</i>	

Why did you feel engaging in bullying behavior (whether you felt it was appropriate?)



- a. The colleague deserved it
- b. I didn't like the colleague
- c. The colleague wasn't a good fit for Hawai'i Community Co
- d. I was threatened by the colleague's success at Hawai'i Co

s or not) was appropriate?	
Response Count	
4	
1	
3	
0	
22	
	7
	112



ollege
ommunity College

Response Text

Should also consider supervisors bullying employees and vice versa. People should be trained before they are allowed

I believe the tenure and promotion/contract renewal process needs to be reviewed. Since there is no rubric, the review is subjective and perception. DPC members may use external factors or because it happened to them they will continue the cycle men

No, because I don't see the status quo changing anytime soon.

There is a tremendous divide between faculty on the Upper and Lower campuses. We do often operate to fulfill different needs. Classifying one group's motivations as "holding students down/back" is ridiculous. I don't know anyone who teaches and doesn't succeed. There is a fundamental lack of respect for ALL positions at this campus.

Non-tenured faculty's primary responsibility, should be to focus on teaching and developing their teaching skills and curriculum development should be secondary. Committee work and program development should be senior/tenured faculties responsibility.

Student worker accused me of getting too close ("intimidation") because I approached her from behind since her chair was behind her. RESULT: I don't go into the workroom during normal business hours. Not worth going to jail potential.

No. There will always be jerks in the workplace. For the most part HawCC is a great place to work.

It is insidious, and sadly, most of the people who need to take this survey either won't or will lie on it or too themselves. I am a trained instructor.

It's hard to define what happened to me as "bullying". I don't think that it was intentional but it hurt and I was helpless.

Though I may not feel that I am being bullied at particular times I have witnessed it happen to others I work with. Knowing that it has made me more conscientious of situation and when such instance may happen to me. I now need to determine if it is intentional or not and others and myself when these instances occur. Examples that I have been witness to: Consistent interrupting of a colleague in a department, or college meetings; Shutting out a colleague from college functions/meetings; Rolling eyes or verbally stating "I don't care" to thoughts, or suggestions; Having a tirade or an intense "cross examination" in front of departmental and campus colleagues; Ignoring a colleague's professional talent.

In my opinion there are many bullies going on, on this campus and I know our H.R. office are aware of it. It's just a matter of time before all can wake every morning not worrying what the day will be like. I would just like to come to work and not have to worry what the day will be like. Not having to be walking on pins and needles. I just want to be able to come to work and not have to worry what the day will be like. Not having to walk on pins and needles. Just being able to come to work to do our work with no drama.

It would be helpful if you contacted those who have retired in the past few years; I know that bullying behavior significantly impacts HCC faculty. The person who bullied me has also retired.

The tenure/promotion process definitely makes non-tenured faculty members fearful of being on the "bad side" of the fence. My experience of what this is like, as well as knowing others who have been on the "chopping block". It is not an objective process with different standards.

not me personally But I do see a couple of people in our area that are very disruptive and like to make trouble for everyone. I am afraid of retaliation

I think the big problem is the fact that we are a small campus and that peer review for tenure and promotion is personal. Peer review conform with senior DPC members is destructive and creates an ongoing power imbalance. Tenure and promotion is not professional.

none

I've been hearing little remarks about H & I, I've been told sometimes not to invite certain colleagues to meetings, We need to have a full blown workshop on bullying. I was never bullied but I've heard too much about specific bullying that I believe I know of a few colleagues that are being bullied right now.

Bullying makes the working environment mentally and emotionally toxic. No one should have to work in a toxic environment.

No

The bullying I am attempting to address stems from certain very senior faculty in Liberal Arts who seem intent on acquiring and who apparently have no consciousness or remorse about intimidating younger, vulnerable faculty to vote a particular way with regard to issues the Bully has forwarded. In other words, there are some very senior faculty who seem not to believe in fairness and are quite sneaky in dominating younger faculty around them, who fear DPC reviews, promotion efforts, financial support, the use of teaching time slots etc to enforce policy for "favorable" and "unfavorable" colleagues. It has been this way for years. The Faculty Chair holds sway over young and vulnerable colleagues in Liberal Arts.

n/a

The fact that the faculty senate would need to send out a survey trying to determine to what degree of bullying is happening probably not the most productive means of addressing the issue. How this could possibly be the most important thing is hard to image. Fishing for disfunction in the organization IS the disfunction. Perhaps we should be having a conversation more effectively on campus, instead of spending limited resources on trying to find out who the boogie man is. How do we improve working relationships on campus?

Although I have not been bullied, I know of faculty members who have been. I wish the questions would have allowed me to be aware a colleague is being or has been bullied.

I appreciate this opportunity to address this issue. There is a lot of talk of HawCC being a Kauhale or that we are an island of kindness or compassion within the faculty. Our Administrators seem so busy or behind the gun with projects or responsibilities that it is like to be a junior faculty...or that many newbies don't have the history or experience to really know how to navigate a college without being overwhelmed.

No

I always thought bullying was among students and never considered that instructors/professors and staff engaged in bullying. Now I know.

The college needs to be more proactive on dealing with this problem. I do not feel the college has clear direction on how to handle others I spoke with in similar situations did not have their issues addressed. Up until this survey I did not know that there was a bullying behavior is. We should all attend a class to clarify this so that those bullying can be made aware of their behavior and those affected with the behavior can then report as they will understand that it is something not tolerated. I hope.

There are certain people/departments on campus who are constantly blamed for delays. It is both this committee and those entities have an equal say in the dispute. If the same people are complaining, perhaps the issue is with that person (or department) work to ensure the college is compliant in all matters.

Administration and department chair are using my inexperience to tell me to do things above my already overload TEACHING when it is not; telling me this is the best way, "looks good for the tenure document; speaking one-on-one to patronize me; of following through ...ready to quit mid-semester but feel some (dwindling) sense of responsibility to my students.

Individuals should be mindful about how their actions or even inaction affects other colleagues. Because of pride, we often look at our ego rather than look at how we contributed negatively to a situation and what we can change in ourselves to prevent it from happening again.

none, thank you for the definition

No

People do not like to follow campus/department procedures.

Item# 17: someone close to my age.

Nonverbal bullying is hard to describe. The perception of being bullied is sufficient to instill fear in faculty who are coming from a nonverbal background.

none

The more I learn about bullying the more I see simple 'teasing' as a precursor to bullying. As leaders we need to be very mindful of our words to students, colleagues or administrators . . . it's the first step toward verbal, emotional, spiritual and physical violence in our lives. We find ourselves in and often comic situations our mix creates, we need to be very, very careful with our words role modeling restraint (refrain from off the cuff joking) to prepare our learners and community for a global world.

no

I have not personally been bullied, but have witnessed bullying

Faculty should respect each other as colleagues, not see who they can outrank and humiliate in order to push an agenda at big meetings, so smart new faculty learn quickly to shut up before they offend anyone.

I sometimes feel 'bullied' by student evaluations; they can say some pretty nasty & demeaning things and I have to respond to accurate or related to my abilities or experience.

complaints of bullying can be used as a weapon against faculty who are asked to supervise/oversee or team teach with them. Faculty have no support to be in these positions (supervisory), and should not be placed in these positions. Administrators should oversee/direct/critique new faculty and not leave this to the faculty. Leaving feedback to the contract renewal process.

n/a

Pretty mellow place!

I have not experienced bullying toward me, but I have talked to at least four faculty that have been bullied.

I believe questions #16 and #17 should have a third option, equally female and male. Often times people who bully just think they are right and they have no tolerance for any other idea. I would appreciate a meeting when you feel like you are being bullied. I feel attacked and when no one comes to my aid, I start questioning the process.

Being tenure-track faculty, I can see how there is a "system" or "game" that I feel needs to be played in order to earn tenure. "bullying" per se...at least not by a specific person or persons, I think the process is not very collegial or nurturing as it should be more about mentoring, and helping new faculty to learn the ropes, to become better at teaching, etc.

Among students, there seems to be a dramatic increase in the use of social media to bully.

These questions focus on if I have been bullied or have bullied. That's fine, but maybe there should have been a question about rumors of bullying. When there is a vibe that something is going on behind the scenes and it's unclear what is driving it, it's disruptive to those who are not involved as well.

The culture of fear is strong at HawCC and the sad part is it is not coming from the Administration, it is coming from (a) students who seek more control over their peers through that fear and intimidation.

I think students feel threatened to speak up about the treatment they get from members of the teaching community. They speak up about the way their teacher treats them (poor communication, poor teaching techniques, etc.), but they don't speak up because they remain anonymous. They think if they complain, their teacher will find out who complained. Rather than an atmosphere of fear, expressed and growth/change can occur, they feel trapped- even if it can help other students, they won't speak up.

No

No

Bullying can come in numerous forms. Bullying is farther reaching than just between faculty. . . I find that there is a lot of information trained in something new, yet not all of the information is shared at the time of the training. As a result, when we return to the classroom is that we learned at a training, we are simply told that we did it wrong and to re-do it without any assistance or guidance. We expedite paperwork. There is an assumption that if training is provided, then there is a level of expectation that we be able to do it. We require no assistance. Theoretically this may be the case, but practically speaking...it's humanly impossible and a

8-12: the bullying wasn't directed at me personally, but some who bully can be cruel to everyone.

#14: again, not aimed at me personally, but the person doing the bullying either doesn't know they are doing it, or doesn't care.

16: majority have been male, but the few females can be worse

#17: even split

none

Within the HAWCC community, we need to practice Aloha instead of throwing the word Aloha (and its spirit) around at will.

I did address the repeated bullying actions of colleagues to my supervisors. Unfortunately, my supervisors never addressed anything they can do and they never bothered to document it. My concerns were dismissed and I was told to just deal with it.

none

Being yelled at by superior in front of other colleagues.

Being yelled at by superior in front of other colleagues.

I honestly haven't experienced bullying or the bullying culture that this survey refers to; maybe that's just me. Perhaps I believe that the people I work with are doing their best to meet the needs of a very demanding job. Tensions arise, but have, for the most part, been handled professionally.

Immediately before the start of a past semester I was forced out of a class I was scheduled to teach, by a fellow lecturer of seniority, and who I believe has a history of threatening lawsuits; my supervisors relented - and unfortunately I wasn't

I think that the structure of our senate (senate of the whole) should change to a representative senate. Now big departments block or allow votes, junior faculty, and those in small departments do not have a chance. Also sometimes very important issues are not discussed. The Senate of the whole model probably worked well in the past, but because of the growth of the university accordingly.

Bullying is spelled with a "y."

There is a strong culture of bullying and intimidation on campus. That said, there are also decent and reasonable people. Bullying on the campus could be a reason for the low morale.

Usually it is not recognized .. or nothing is done ,... the person is still here after several other people complained ...so

Telling someone you don't understand because you are not educated can be considered hurtful.

No

I have seen bullying done to others, mostly by Administrative Services staff to people in other departments. Tone of

Bullying is in the culture of many, if not most institutions of higher education. Oftentimes, those bullying don't realize it somehow. I applaud the faculty for bringing this issue to the forefront in an effort to stop it once and for all.

tenured vs non tenured

Admin

emotionally/unhealthy environment non-supportive work environment

workshop

junior/senior faculty relationship

student faculty issues

see no problem