

Spring 2018 Bullying Survey Summary from the Faculty Policy Committee

There were 84 survey participants

1. What is your position at HawCC?

84 responses

- 25% APT (21)
- 23.8% Full Time Tenured Faculty (20)
- 23.8% Full Time Tenure Track (20)
- 9.5% Clerical/Secretarial (8)
- 7.1% Part Time Faculty (6)
- 4.8% Non-Tenure Track (4)
- 3.6% Administration (3)
- 1.2% POM (1)
- 1.2% Prefer not to answer (1)

2. What is your age range?

84 responses

- 34.5% 40-50 (29)
- 32.1% 51-65 (27)
- 16.7% 29-39 (14)
- 7.1% 66-76 (6)
- 4.8% 18-28 (4)
- 4.8% Prefer not to answer (4)

3. What is your gender identity?

84 responses

- 72.6% respondents identified as female (61)
- 22.6% male (19)
- 3.6% preferred not to say (3)
- 1.2% indicated their gender identity was not listed (1)

4. What is your ancestry?

84 responses

- 30% Prefer not to say (25)
- 25% European (21)
- 18% *Mixed Race (15)
- 11% Hawaiian (9)
- 7% Japanese (6)
- 6% Filipino (5)
- 2% Other Asian (2)
- 1% Other Pac Islander (1)
- African (0)
- American Indian (0)
- Chinese (0)
- Guamanian (0)
- Hispanic (0)
- Korean (0)
- Micronesian (0)

**Because the computer automatically alphabetized the ancestry list and some participants selected multiple ancestries, we were not able to determine the preferred order of ancestry of the participants so we attributed them all to mixed race for this question's analysis.*

5. What is your sexual orientation?

84 responses

- 75% Heterosexual (63)
- 16.7% Prefer not to say (14)
- 3.6% Asexual (3)
- 3.6% Prefer not to say (3)
- 1.2% Gay (Traditionally considered to be men) (1)

6. Do you have a documented disability?

84 responses

- 92.9% No (78)
- 6% Preferred not to say (5)
- 1.2% Yes (1)

7. How many colleagues do you consider friends at HawCC

84 responses

- 75% Four or More (63)
- 17.9% Two or Three (15)
- 4.8% None (4)
- 2.4% One (2)

8. Thinking about the friends from question #7; how many are in your department?

84 responses

- 79.8% Some (67)
- 13.1% None (11)
- 7.1% All (6)

9. If a colleague rarely speaks up at department or college meetings your interpretation of that silence is:

84 responses

- 27.4% Shy (23)
- 23.8% Fear (20)
- 8.3% Humility (7)
- 8.3% Disinterest (7)
- 8.3% No Opinion/ Not Knowledgeable (7)
- 6% Depends (5)
- 4.8% NA (4)
- 3.6% Listener (3)
- 2.4% Cultural Reasons (2)
- 1.2% In agreement with others (1)
- 1.2% Opinion does not matter (1)
- 1.2% Weakness (1)
- 1.2% Not make waves (1)
- 1.2% Choose not to participate (1)

10. If a colleague always speaks up at department or collegemeetings, your interpretation of that verbosity is:

84 responses

- 38.1% Knowledgeable (32)
- 21% Depends (18)
- 10.7% Attention seeker (9)
- 8.3% A "Know it all" (7)
- 4.8% Arrogance (4)
- 2.4% All of the above (2)

Others with a single response

- None of the above- Verbosity does not translate to any of the above
- Knowledgeable and helpful
- Engaged member (if their point is relevant)
- See above
- Active participant
- Concerned
- They know no repercussions will occur from their freedom to speak
- Knowledgeable and;/or has strong convictions
- Confident
- Need to state opinion under all circumstances, whether helpful or not
- Engaged
- They are comfortable speaking in front of others

11. Based on the list above, have you experienced bullying?

84 responses

- 58.3% No (49)
- 41.7% Yes (35)

12. Have you experienced bullying outside of the list above (i.e. physically or emotionally) at HawCC?

84 responses

- 54.8% Yes (46)
- 45.2% No (38)

13. Have you experience bullying based on your age?

84 responses

- 70.2% Yes (59)
- 29.8% No (25)

14. Have you experienced bullying based on your ancestry?

84 responses

- 75% No (63)
- 25% Yes (21)

15. Have you experienced bullying based on your gender identity?

83 responses

- 83.1% No (69)
- 16.9% Yes (14)

16. Have you experienced bullying based on your sexual orientation?

83 responses

- 98.8% No (82)
- 1.2% Yes (1)

17. Have you experienced bullying based on your disability?

83 responses

- 100% No (84)
- 0% Yes (0)

18. How often have you been bullied as an employee of HawCC since 2014?

84 responses

- 34.5% Have not been bullied (29)
- 27.4% Once or twice (23)
- 15.5% Several times a semester (13)
- 11.9% Two or Three times a semester (10)
- 10.7% About once a semester (9)

19. Using the above list as a guide, in what ways were you bullied? (open response)

18 responses

- Verbal (insults, interrupting, silencing, sarcasm)
- Nonverbal (rolling eyes, rude/angry emails)
- Work assignments (overloading, withholding support, denying promotions, compensation, or break time)
- Social (excluding, shaming, creating rumors, "ganging up on", ignoring)

20. Who bullied you the most? **

52 responses

- 55.8% Colleague in department (29)
- 55.8% Senior Faculty (29)
- 46.2% Colleague out of department (24)
- 28.8% Administrator (15)
- 17.3% Staff (9)
- 15.4% Junior Faculty (8)
- 1.9% Admin Secretary (1)
- 1.9% Lecturers (1)

***Some participants chose multiple responses (all that apply) impacting the percentages, e.g. colleague in department + senior faculty (totals more than 100%).*

21. Those who bullied me were: (select all that apply) **

53 responses

- 81.1% Female (43)
- 45.3% Male (24)
- 7.5% Prefer not to say (4)
- 1.9% Mostly female some male (1)
- 1.9% Varies (1)
- 1.9% Female and male (1)

***Some participants chose multiple responses (all that apply) impacting the percentages (totals more than 100%).*

22. Those who bullied me were: (select all that apply) **

53 responses

- 45.3% Older than me (24)
- 28.3% Various ages (15)
- 18.9% Younger than me (10)
- 15.1% About the same age (8)

***Some participants chose multiple responses (all that apply) impacting the percentages (totals more than 100%).*

23. Thinking of the definition provided as a guide; have YOU bullied (intentionally or not) colleague at HawCC since 2014?

84 responses

- 90.5% No (76)
- 9.5% Yes (8)

24. If yes, using definition provided as a guide; in what ways did you bully a colleague at HawCC?

5 responses

- 60% Eye rolling (3)
- 40% Interrupt (2)

25. Did you think you were bullying at the time?

8 responses

- 100% No (8)
- 0% Yes (0)

26. Why did you engage in bullying behavior (whether you felt it was or was not appropriate?)

7 responses

- 28.6% The colleague deserved it (2)
- 14.3% The colleague was not a good fit for HawCC (1)
- 14.3% Did not agree with tactics or ideas of colleague (1)
- 14.3% Colleague stated that they did/said something, but they did not (1)
- 14.3% Interrupting is a accepted practice is in the family (1)
- 14.3% The information my colleague provided was not accurate/true (1)

27. If you feel there is a bullying problem here at HawCC, what are your suggestions to improve the bullying situation?

51 responses

The results provided below are based on common words within sentences of the individual responses. The results are provided in order of frequency, the number of responses that used the same/similar word, with a sample of word usage in order to provide context of the word use. This provides a measure of the individual views and their similarities in terms of word use and context. Some of the responses were

- 1. Education, Training and Workshops:** educating people; training and teaching the educators; online anti-bullying training; training in proper management; educating the faculty and staff; training for anti-bullying; mandatory in person college workshops; increase collaboration and trainings; training and support; workshops; more education around definitions of bullying; anti-oppression training; training for all staff; training to express and/or process negative emotions; train the administrators.
- 2. Administrative:** Administrators to discipline; administrators need to be more proactive; administrative action; admin and/or department leaders should address; take action, especially the administrators; counseling with an administrator; bully should be addressed by admin; administrative problem; administration already knows.
- 3. Behavior:** Identify behaviors and foster zero tolerance; still have people who would behave as bullies...; counseling those who continue to have poor behavior; address the person/people who behave in a bully type manner; protect non-tenured faculty from behavior...; stop the behavior; unprofessional behavior; behavior that would not be tolerated; behavior stems from their passion.
- 4. Problem:** By ignoring the problem/situation escalates; problem speaking out because of fear; there is a problem in some departments; if there is a problem; if the issue is a problem, training to address bullying; may or may not be a problem.
- 5. Culture:** culture of inclusion; shifting institutional culture; may be part of the local culture. 7

6. Change: training in how to properly communicate; change their ways or face professional penalty.

**28. Are there any other aspects of bullying at HawCC you would like to share?
(open answer)**

31 responses

Verbal: Being able to speak freely without retaliation, being aware of how you speak as it can be perceived as intimidating/demanding; speaking negatively/gossiping about a colleague in front of students; being interrupted; harassment/bullying of students who express opinions not shared by their instructors and having this impact their grades; colleagues yelling at each other creating a stressful environment; administrators need to address issues by listening to both sides; no cohesiveness between departments and admin; poor communication; subtle threats; put downs.

Nonverbal: Acknowledging the intention; some bullying is unintentional resulting from a clash of styles/cultural norms/practices; don't be inconsiderate of others; not taking things personally; being ignored.

Work assignments: Being unacknowledged, being overlooked for funding; unequal workloads; bullying junior faculty/lecturers; unequal access to instructional resources; lack of teamwork; preferential treatment; faculty/staff are undervalued/overworked.

Social: The presence of a group of people at HawCC who intimidate and demean people they don't like, mocking them and spreading lies about them, creating professional barriers; using social position to bully.

Other: Pervasive bullying institutional, social, individual; holding colleagues accountable; lack of anti-bullying training; need to value diversity.