

MEMORANDUM

Date: March 15, 2018

From: Catherine Constable, Professor, SIO-IGPP, Co-Chair
Tamara Wall, Associate Vice Chancellor-Academic Personnel, Co-Chair

To: Elizabeth Simmons, Executive Vice Chancellor

RE: **Report of the Senate Administration Workgroup on Bullying**

In May 2017, a Senate Administration Workgroup was convened and charged with the following:

- (a) Consider current policy, including APM 015, The Faculty Code of Conduct, and APM 016, University Policy on Faculty Conduct and the Administration of Discipline, to determine if current policies provide an adequate definition of bullying.
- (b) Examine the current processes for reporting, investigating, and addressing allegations of bullying, and
- (c) Recommend changes to policy, processes, and/or the communication of existing policies and processes to ensure that the campus is operating in accordance with the best practices for higher education.

The workgroup charge resulted after reports by Senate members to the Committee on Privilege and Tenure of incidents of bullying by faculty that did not appear to have been satisfactorily resolved. Following discussion at Senate Council in 2015-2016, Senate Chair Robert Continetti proposed to Chancellor Khosla and EVC Suresh Subramani that a Senate Administration workgroup be formed to examine this issue. In 2016-2017, Senate Chair Kaustuv Roy and Interim EVC Peter Cowhey affirmed the previous agreement of former Senate Chair Robert Continetti and EVC Suresh Subramani that this workgroup be formed and make recommendations.

Workgroup Membership:

- Co-Chairs
 - Catherine Constable, Professor, SIO-IGPP
 - Tamara Wall, Associate Vice Chancellor-Academic Personnel
- Faculty Administrators
 - Amanda Datnow, Associate Dean-Social Sciences
 - Vicki Grassian, Associate Dean-Division of Physical Sciences
 - Alexander Norbash, Associate Vice Chancellor -Equity, Diversity & Inclusion
- Faculty Senate Members
 - Duncan Agnew, Professor, SIO-IGPP
 - Gedeon Deak, Professor, Cognitive Science
 - Sharon Reed, Professor, Pathology
- Academic Personnel Members to serve as consultants and committee support
 - Cindy Palmer, Assistant Vice Chancellor – Academic Personnel
 - Kelly Lindlar, Director of Academic Policy and Development
- Senate Committee on Privilege and Tenure staff to serve as consultants
 - Tara Mallis, Senate Senior Analyst
 - Ray Rodriguez, Senate Director

The workgroup met four times between July and December, 2017. Current policies at UC San Diego and other UC campuses were reviewed (see attached summary documents). The workgroup determined that current campus policies do not meet best practices for reporting, investigating, and addressing allegations of bullying. To facilitate subsequent review and potential implementation of new policy, the workgroup drafted specific policy and procedures for responding to allegations of bullying by faculty (see attached).

Workgroup Recommendations:

The workgroup recommends that the proposed “Policy to Report and Respond to Allegations of Bullying by Faculty” be reviewed by the Administration and Senate and implemented, including:

1. Adoption of the proposed definition of “Bullying.”
2. Establishment of a “Responsible Administrator” to receive and maintain allegations of bullying by faculty. The workgroup suggests that the Responsible Administrator be the Title IX Officer for the campus.
3. Establishment of a “Committee on Faculty Conduct” to review allegations of bullying by faculty upon referral by the Responsible Administrator.
4. Establishment of a “Formal Investigation” process for warranted allegations of bullying as determined by the Committee on Faculty Conduct.

Attachments: Summary of Current Policies at UC San Diego and other UC Campuses
Abusive Conduct Guidance – Existing UC Policies and Resources for Faculty and Postdocs (Bullying)
Draft Policy on Faculty Bullying