

STEM the **BULLYING**

An empirically-informed conference on
workplace bullying among STEM faculty

Tuesday March 16, 2021 | 10:00 am - 3:00 pm EST

Registration: <https://paritymovement.org/workshop-registration/>

Keynote Speakers



Loreleigh Keashly
Wayne State University



Leah P. Hollis
Rutgers University



Sherry Moss
Wake Forest University



Morteza Mahmoudi
Michigan State University

Moderators



Jennifer Swann
Lehigh University



PARITY
MOVEMENT

The same human rights that apply outside
the lab, apply inside of it.

www.paritymovement.org

STEM the **BULLYING** Workshop

Time	Event
10:00 - 10:15	Introduction and welcome – Prof. Morteza Mahmoudi
10:15 - 10:45	Keynote speaker; Prof. Leah Hollis: Impact of academic bullying on science
10:45 - 11:00	Break – Digital Wall Stories; Meeting with the speaker
11:00 - 11:30	Prof. Jennifer Swann; Defining bullying and responses
11:30 - 11:45	Break – Digital Wall Stories
11:45 - 12:30	Keynote speaker; Prof. Loreleigh Keashly: Addressing academic bullying
12:30 - 13:00	Lunch break – Digital Wall Stories; Meeting with the speaker
13:00 - 14:00	University responses to academic bullying panel
14:00 - 14:15	Break – Digital Wall Stories
14:15 - 14:45	Prof. Sherry Moss; Targets' experiences/stories
14:45 - 15:00	Closing remarks – Prof. Morteza Mahmoudi and Prof. Jennifer Swann

Keynote Speakers & Organizers



Prof. Loreleigh Keashly, Wayne State University, MI, USA.

Keashly, L. (2019) Workplace bullying, mobbing and harassment in academe: Faculty experience. In P. D'Cruz, E. Noronha, L.Keashly, & S. Tye-Williams (Eds). Handbooks of workplace bullying, emotional abuse and harassment. Volume 4: *Special topics and industries & occupations*, Springer.



Prof. Leah Hollis, Rutgers University, NJ, USA.

Hollis, L. (2021) Human Resource Perspectives on Workplace Bullying in Higher Education: Understanding Vulnerable Employees' Experiences. *Routledge Research in Higher Education*



Prof. Sherry Moss, Wake Forest University, NC, USA.

Moss, S. (2018) Research is set up for bullies to thrive. *Nature*



Prof. Jennifer Swann, Lehigh University, PA, USA.

Ashkarran, A., Swann, J., Hollis, L., Mahmoudi, M. (2021) The file drawer problem in nanomedicine. *Trends in Biotechnology*



Prof. Morteza Mahmoudi, Michigan State University, MI, USA.

Mahmoudi, M. (2020) A survivor's guide to academic bullying. *Nature Human Behaviour*



A short survey on the topic: <http://www.surveymonkey.com/r/ACParity21>

“University Responses to Academic Bullying” Panelists

Michael Bernard-Donals is Professor of English and Jewish Studies at UW-Madison. He also served as the chair of the University Committee (the Faculty Senate's executive committee) and as the Vice Provost for Faculty and Staff. In these roles, he played a part in creating, implementing, and monitoring the UW-Madison policies on hostile and intimidating behavior.

Susan C. Bon, J.D., Ph.D. is Professor, Education Leadership & Policies and Presidential Faculty Fellow, Office of the President, University of South Carolina Columbia. In addition to her other roles, Susan serves as the Faculty Civility Advocate in the Provost's office. Prior to her university faculty service, she worked as the ombudsman in the State Superintendent's Division of the Ohio Department of Education.

Tamie Klumppan (she/her) currently serves in the Office of Human Resources at UW-Madison, supporting employee learning across campus, specifically through the lens of engagement, equity, inclusion, and diversity. Within the scope of her work, Tamie – along with a team of volunteer faculty/staff facilitators and liaisons – support Hostile and Intimidating Behavior (HIB) policy and process employee education, guidance, and information sharing.

Melissa Brodrick, M.Ed is Ombudsperson for Harvard's Medical School, Dental School and T.H. Chan School of Public Health. Melissa came to Harvard's Longwood Campus in 2010 and has over 35 years of experience in the field of conflict resolution as a mediator, trainer, facilitator and conflict coach. Before coming to Harvard she worked in private practice with a wide range of academic institutions, health care organizations, Fortune 500 companies and other corporations, state and federal agencies and non-profit groups.

University Policies

University Wisconsin Madison Hostile and Intimidating Behavior Policies, Procedures and Practices

University of Wisconsin Madison website including policies, procedures and training on Hostile and Intimidating Behavior
<https://hr.wisc.edu/hib/>

University of South Carolina – Columbia

Workplace Bullying Policy for the University of South Carolina - Columbia
<http://www.sc.edu/policies/ppm/acaf180.pdf>

Faculty Civility Advocate role per the policy – includes annual reports
https://sc.edu/about/offices_and_divisions/faculty_senate/faculty-toolbox/faculty-civility-advocate.php

Harvard University Anti-Bullying/Harassment Policies and Procedures

Harvard Medical School/School of Dental Medicine/School of Public Health Ombuds Office -
<https://hms.harvard.edu/departments/ombuds-office>

Harvard University Discrimination and Harassment Policy Review – January 2021
<https://provost.harvard.edu/university-discrimination-and-harassment-policy-review-january-2021>

Harvard Medical School /Harvard School of Dental Medicine: Abusive and/or Intimidating Behavior Policy
<https://hms.harvard.edu/sites/default/files/Departments/Ombuds%20Office/files/HMS.HSDM.Abusive.IntimidatingBehaviorPolicy.pdf>