

June 13, 2017

To: Cindy Larive

Interim Provost and Executive Vice Chancellor

From: Dylan Rodriguez, Chair Riverside Division

Re: **Interim Guidance Regarding Abusive Conduct and Bullying Against**

Faculty and Academic Appointees Document

Dear Cindy:

I am writing to offer a brief summary of the feedback from Senate standing committees and College/School Executive Committees on the document titled "Interim Guidance Regarding Abusive Conduct and Bullying Against Faculty and Academic Appointees."

The responding committees include the CHASS, GSOE, SoBA, SOM, and SPP Executive Committees, as well as the Committee on Diversity & Equal Opportunity. All responding committees support the content and spirit of the document. The Chair of the CNAS Executive Committee expresses their own concern that the policy could potentially infringe on academic freedom of faculty members, and that such a possibility should be engaged by the policy itself.

School of Public Policy UNIVERSITY OF CALIFORNIA, RIVERSIDE INTS 4133 | 900 University Ave Riverside CA, 92521



TO: Dylan Rodriguez, Chair

Riverside Division

FR: Kurt Schwabe, Chair

Executive Committee, School of Public Policy

RE: Provost's Draft Statement and Guidance regarding Abusive Conduct and Bullying Behavior

Date: June 7, 2017

The Executive Committee of the School of Public Policy has reviewed and supports the Provost's draft statement and guidance regarding abusive conduct and bullying behavior.



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June 8, 2017

Subject: SOM FEC response to the *Abusive conduct and Bullying guidance and statement*.

Dear Dylan,

The School of Medicine (SOM) Faculty Executive Committee (FEC) has the following comments on the subject matter:

Campus review: abusive conduct and Bullying guidance and statement.

The SOM FEC found the document fairly comprehensive and the language fair. We look forward to hear from other FECs at the Executive Council meeting if other points are to be brought to the

Sincerely,

Maurizio Pellecchia

Maurizio Pellecchia, Ph.D.

Professor of Biomedical Sciences

Daniel Hays Endowed Chair in Cancer Research

attention of the Provost and the Chancellor.

Chair, Faculty Executive committee

UCR School of Medicine,

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June 1, 2017

TO:

Dylan Rodriguez, Chair

Riverside Division of Academic Senate

FROM:

Y. Peter Chung, Chair

School of Business Executive Committee

Re:

[Campus Review]: Consultation Abusive Conduct and Bullying Guidance and

Statement. Distributed for Review: 05/24/17

Please let this memo serve as an official notification that the School of Business Executive Committee has no opinion regarding the Consultation Abusive Conduct and Bullying Guidance and Statement.

Y/Peter/Chung, Chair

School of Business Executive Committee



June 6, 2017

TO: Dylan Rodriguez, Chair

Riverside Division Academic Senate

FROM: Jan Blacher, Chair

GSOE Executive Committee

RE: Provost's interim document on faculty bullying

The Executive Committee of the Graduate School of Education met to consider the Provost's interim document on faculty bullying. The Executive Committee supports the spirit and tenor of the document.

Jan Blacker



June 13, 2017

To: Dylan Rodriguez, Chair

Riverside Division of the Academic Senate

From:

Manuela Martins-Green, Chair Manuela Musta Committee on Diversity & Barrella

Re: Consultation: Abusive Conduct and Bullying Guidance and Statement

The Committee on Diversity & Equal Opportunity considered the material provided regarding the Abusive Conduct and Bullying Guidance and Statement. Members noted the document provides a good definition of bullying, but the language as written could give way to loopholes. In particular, some of the examples seem to contradict with the statement "without a sufficient pedagogical justification". The committee feels that when the policy is interpreted with a given situation there should be case by case review rather than indicate the listed behaviors are acceptable as long as there is justification.



June 7, 2017

To: Dylan Rodriguez, Chair

Riverside Division

From: Ward Beyermann, Chair, Executive Committee

College of Natural and Agricultural Science

Re: Campus Review: Interim Guidance Regarding Abusive Conduct and Bullying

Against Faculty and Academic Appointees

After e-mailing the document describing the interim guidance regarding abusive conduct and bullying against faculty and academic appointees to the members of the CNAS Executive Committee on June 5, 2017 for review, no responses were returned. My own review of the document found no issues other than a concern that this policy could be used to infringe upon the academic freedoms of some members of the campus community. The document was unclear about what safeguards exist to protect against this infringement.

Yours sincerely,
Ward Beyermann, Chair
CNAS Executive Committee

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EXECUTIVE COMMITTEE: COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

May 31, 2017

TO: Dylan Rodriguez, Chair

Academic Senate

FROM: Kate Sweeny, Acting Chair

CHASS Executive Committee

RE: [Campus Review]: Consultation Abusive Conduct and Bullying Guidance and Statement

The CHASS Executive Committee discussed the Interim Guidance Regarding Abusive Conduct and Bullying Against Faculty and Academic Appointees at the regular meeting on May 31, 2017. There were no objections and our committee approved the proposed changes.

Kate Sweeny, Acting Chair

CHASS Executive Committee