

January 10, 2022

Robert Horowitz  
Chair, UC Academic Senate

Re: Proposed Presidential Policy on Abusive Conduct & Bullying in the Workplace

Dear Chair Horowitz,

The Divisional Executive Board, councils, and committees appreciate the opportunity to review the Proposed Presidential Policy on Abusive Conduct & Bullying in the Workplace. The Executive Board reviewed the proposal and divisional council and committee feedback at its meeting on January 6, 2022.

Executive Board members applauded the effort and intent of the proposed policy. Members appreciated the intention to protect the institution and hold individuals accountable. They noted the need for ways to counsel people demonstrating bad behavior. Departments often have a hard time holding faculty accountable and there appears to be little recourse.

However, they expressed concerns that this proposal was an inelegant solution that would neither reduce incidents of bullying nor increase the speed or likelihood of remediation. Moreover, members concluded that the proposed policy introduced problematic aspects: it threatened shared governance by mandating a non-Senate process of adjudication, seemed to exceed state law requirements by focusing on investigations, and lacked sufficient provisions for addressing cultural differences and misunderstandings. Some members noted that most of the behaviors cited in the proposal are already prohibited by the faculty code of conduct.

The Executive Board voted unanimously to not endorse the proposed policy as written based on its limitations, including lack of attention to early detection/intervention and to ways to reduce or remedy bullying on campus. This is particularly of concern in the case of bullying of staff by faculty, where unequal power can pose a barrier to both reporting and remediation. Executive Board suggested that policy revisions make explicit the manner in which the policy applies to this (unfortunately) common kind of bullying, versus only cases of faculty bullying other faculty.

Sincerely,



Jody Kreiman  
Chair  
UCLA Academic Senate

Encl.

Cc: Jessica Cattelino, Vice Chair/Chair Elect, UCLA Academic Senate  
April de Stefano, Executive Director, UCLA Academic Senate  
Shane White, Immediate Past Chair, UCLA Academic Senate