

Office of the Faculty Civility Advocate

Faculty Civility Annual Report

January 2020

This annual report includes details about the nature and number of inquiries, requests, complaints, investigations, and reports that were made pursuant to the University of South Carolina's policy [ACAF 1.80] for the investigation and resolution of workplace bullying complaints. I began serving as the Faculty Civility Advocate in January 2019. Over the past year, I have served as the Faculty Civility Advocate and have been responsible for investigating faculty complaints about bullying and civility concerns in the workplace. In this role, I received nineteen inquiries as described below:

Total Inquiries (19)

Email/Phone Information Requests: 1 cyberbullying and 1 bullying

Informal Discussion Meetings: 5

Investigation requests: 5

Civility/Bullying Training requests: 6

Mediation request: 1

These nineteen inquiries have generated two formal investigations that resulted in two written reports, over 35 meetings across the UofSC system, approximately 15 phone calls, and extensive email correspondence. Neither of the formal investigations resulted in a finding of workplace bullying. In response to several of the inquires, I provided four trainings/presentations on civility/bullying in 2019; the other two requests are pending due to the need to reschedule and to identify a mutually acceptable date.

The main reasons that faculty and university administrators have contacted me pertain to a wide array of concerns about bullying and civility in the workplace. Specifically, faculty members have asserted that incidents of bullying and incivility have occurred in department meetings, committee meetings, face-to-face communications, and



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email exchanges. Several administrators, including department chairs and deans, have similarly contacted me to request civility training for faculty and staff members in their departments and colleges. Primarily, the administrators sought civility training due to concerns about environments of incivility and conflict within a department or a college, and in response to conflicts that arose because of administrative decisions, perceptions of unfair treatment, or a lack of adherence to policies and procedures. I have also been contacted for advice on general matters of conflict in the workplace involving faculty, administrator, and staff.

Overall, the bullying and civility inquiries I have received this past year are not isolated or limited to one college or campus. In other words, the perceived or alleged bullying concerns have been reported by faculty and administrators who serve in a wide array of positions, colleges, schools, and departments across the University of South Carolina system.

Sincerely,



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