

# Council of Graduate Students

## Michigan State University

**Resolution:** 19-FS-21

**Title:** A Resolution in Support of Forming a Subcommittee of University Council to Develop a Comprehensive Workplace Bullying Policy

**Introduced by:** President Abel

**Introduced on:** December 4, 2019

### THE COUNCIL OF GRADUATE STUDENTS OF MICHIGAN STATE UNIVERSITY ENACTS:

WHEREAS, Workplace bullying can be defined as behavior that “has no legitimate purpose, ought to be known to be unwelcome, and creates a hostile, intimidating, or toxic environment”<sup>1</sup> ; and,

WHEREAS, Workplace bullying often occurs when there is an imbalance of power, such as between graduate students and faculty/staff<sup>2</sup>; and,

WHEREAS, MSU graduate students have become increasingly aware that some of our peers are subject to toxic work environments; and,

WHEREAS, Students have few avenues to address instances of workplace bullying/harassment that is not based on a federally protected class; and,

WHEREAS, Faculty bullying is positively correlated with graduate student burnout and dropout<sup>3</sup>; and,

WHEREAS, Many Canadian Universities and several US peer institutions<sup>4</sup> have instituted University-wide workplace bullying policies; and,

WHEREAS, These policies serve to state the University’s position on bullying/harassment and provide a mechanism for redress; and,

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<sup>1</sup> University of New Brunswick (2011) Discrimination, Sexual Harassment and Harassment Policy. Available at <http://www.unb.ca/humanrights/harassment.html>

<sup>2</sup> Branch, S., & Murray, J. (2015) Workplace Bullying: Is lack of understanding the reason for inaction?" *Organizational Dynamics*, 44, 4, 287-295

<sup>3</sup> Goodboy, A., Martin, M. & Johnson, Z. (2015). The relationships between workplace bullying by graduate faculty with graduate student’s burnout and organizational citizenship behaviors. *Communication Research Reports*, 32(3), 272-280.

Yamada, S., Cappadocia, M.C. & Pepler, D. (2014). Workplace bullying in Canadian graduate psychology programs: Student perspectives of student-supervisor relationships. *Training and Education in Professional Psychology*, 8(1), 58-67.

Hunter, K.H. & Devine, K. (2016). Doctoral students’ emotional exhaustion and intentions to leave academia. *International Journal of Doctoral Studies*, 11, 35-61.

<sup>4</sup> These include the University of Wisconsin-Madison, Oregon State University, and Colorado State University

RECOGNIZING, Undergraduate student employees, staff, and faculty may also face bullying/harassment when there are imbalances of power in the workplace; and,

RECOGNIZING, Development and implementation of an institution-wide workplace bullying policy requires input and buy-in from students, faculty, staff, and administrators; therefore, be it,

RESOLVED, The Council of Graduate Students calls for the formation of a Subcommittee of University Council to develop a workplace bullying policy for MSU, and, be it;

RESOLVED, The subcommittee should be composed of representatives from the undergraduate and graduate student bodies, faculty, staff, and administration; and, be it,


RESOLVED, The policy drafted by the Subcommittee should be subject to further review by relevant standing committees in academic governance (UCSA, UCFA, etc); and, be it,

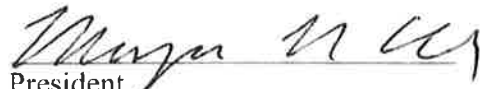
RESOLVED, This resolution will take effect at the end of the Full Council meeting in which it was adopted.

VOTED ON: 12/4/19

VOTE:

<u>36</u>	FOR
<u>0</u>	AGAINST
<u>3</u>	ABSTAIN

  
Recording Secretary

  
President