

John Andersen
Vice Provost for Administrative Resolution
(VPAR)

Contact:

[Email: vpar@ucr.edu](mailto:vpar@ucr.edu)

Phone: 827-3541

Department Chairs: The Front Line of Complex Issues

- Research Misconduct
- Inappropriate Faculty behavior
- Sexual Harassment
- Grievances
- Incompetent performance by Faculty (research or teaching)
- Student Issues
 - Undergraduate
 - Graduate

VPAR Office: A Resource for Department Chairs

- Conflict Resolution and Mediation
- Administration of faculty code of conduct (APM 015)
 - Teaching and Students (APM 015 II.A)
 - Scholarship (APM 015 II.B)
 - The University (APM 015 II.C)
 - Colleagues (APM 015 II.D)
 - The Community (APM 015 II.E)
- Administration of termination for incompetent performance (APM 075)
 - Research
 - Teaching

Faculty Code of Conduct (APM 015.II.D)

Ethical Principles. “As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas professors show due respect for the opinions of others. Professors acknowledge academic debts and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.” (AAUP Statement, 1966; Revised, 1987)

Abusive Conduct and Bullying by Faculty

- A rapidly growing campus problem
- The past 12 months
 - 31 cases on this issue
 - 6 currently active

Guidance from the UCR Provost Regarding Abusive Conduct and Bullying Involving Faculty and Academic Appointees (Email from Provost sent July 7, 2017)

- spreading misinformation or malicious rumors
- behavior or language that frightens, humiliates, belittles, or degrades, including criticism or feedback that is delivered with yelling, screaming, threats, or insults
- making repeated inappropriate comments about a person's appearance, lifestyle, family, or culture
- regularly inappropriately teasing or making someone the brunt of pranks or practical jokes
- inappropriately interfering with a person's personal property or work equipment
- circulating inappropriate or embarrassing photos or videos via e-mail or social media;
- unwarranted physical contact
- purposefully inappropriately excluding, isolating, or marginalizing a person from normal work activities

Useful Information for Chairs

- When issues occur in your department who should you contact?
 - Andrew Larratt-Smith (Ombuds Office: <http://ombuds.ucr.edu>; 827-3213)
 - VPAR (vpar@ucr.edu; 827-3541)
- Early Interventions are better than later interventions

Workshop for Academic Conflict Resolution

- Currently in Development (VPAR and Labor Relations Office)
- Will be designed specifically for Academic Professionals
- Will include
 - Review of UC policies relevant to conflict resolution
 - Presentations by Andrew Larrett-Smith (Ombuds) and Alex Najera (labor relations) on strategies and approaches for conflict resolution
 - practice of academic case studies
- Anticipated date: early December