Bullying

Faculty and Staff at MSU Denver were asked four open-ended questions on the 2013 Campus Climate Survey. Listed below are the major themes regarding bullying found in the responses to these questions.

Employees appreciate and value:

- The feeling of community fostered in most departments lends itself to collegial interaction and a positive work environment particularly in Intercollegiate Athletics
- The enhanced sense that employees believe in and are committed to the mission of the University
- Despite cultural concerns, Metro State is still seen as an institution with exceptional opportunity

Areas warranting attention:

- Refusal to address bullying effectively by leadership and in some cases allegations of abusive behavior by senior faculty and administrators
- Significant concerns regarding bullying and the increasing formation of a hostile work environment particularly in the School of Business
- Perception of an institutionalized culture of fear calls into question the fairness of the hiring and promotion process

In Their Own Words:

“Everyone in our department gets along very well and is very supportive and that creates an excellent work environment.”

“The mission is consistent with my life goals of helping other people develop their skills and abilities. The people I work with are collaborative, capable and dedicated to students.”

“I love my department. I appreciate the fact that my supervisor gives me a job to do and expects me to complete it without being micromanaged.”

“The individuals who have demonstrated a commitment to excellence. Those who have persevered in the face of poor compensation, poor support, and mistreatment of staff by others.”

“My opportunities to learn and grow, which is encouraged and supported by my immediate supervisor. Also having a strong leader, Dr. Jordan as President makes me feel like there is a clear direction for the institution.”

“It’s a comfortable place where people are generally nice to each other. I love my supervisors, and my co-workers’ priorities are in getting the job done well.”

“The sense of community or family within the institution and department”

“My co-workers willingness to work hard on request that I make in order to do my job.”

“Enforcement of collegiality issues (i.e. bullying, hostile work environment). Just because someone does the work doesn’t mean they’re nice about it.”
“There is direct favoritism in the office where the clearly favorite employees are allowed work varying schedules or work from home the majority of the week; yet, when a non-favorable employee requests to temporarily work from home for a specific reason that request is denied.”

“One VP can be heard screaming at her employees and degrading those of us who are not her direct reports as well. It is amazing how this behavior has been allowed to continue.”

“The leadership in our area refuse to deal with personal issues (such as bullying, inappropriate behavior, complaints, etc) and ignore them leaving the employees with a choice to suffer silently or leave the institution.”

“The bullying I have experience both came from and was allowed by my boss’ boss.”

“The fear still exists. The fear is still here. Don’t cross those above who are trying to make themselves look good, or not appear imperfect. Don’t question the powers that be.”

“I think there were some small changes but bullying/hazing by senior faculty is being ignored.”

“I think faculty senate needs to be overhauled. That is my only real complaint about this place. Current FS president is a bully.”

“I often witness gossip chatter, inappropriate comments about staff members, tantrums, melt downs and staff speaking to others in disrespectful tones. Managers are fully aware of the behavior amongst the staff yet the behavior continues.”

“Senior faculty bullying and intimidating of innovation is a challenge for this institution, along with poor pay practices.”