



WSU Plan for Engaging the Campus to End Bullying

Objective

- ▶ To create a supportive campus climate in which bullying is uncommon, not tolerated and quickly addressed.

Special issues:

- ▶ Two campuses
- ▶ Working to diversify our student body and faculty

Plan:

- ▶ **All-University Task Force on Bullying on Campus**
 - ▶ Develop bullying definition in some kind of policy/resolution document
 - ▶ Expense of bullying vs. addressing
 - ▶ Development of code/policy/statement document
- ▶ **Pursue training for faculty**
 - ▶ New faculty, chairs, all-faculty
 - ▶ regarding recognizing bullying, bystander issues, intervention skills, mediation skills, leadership skills,
- ▶ **Explore mental health service options for faculty**

Plan:

- ▶ Pursue multi-pronged support- including through CTF
 - ▶ WSU's IFO board members will bring resolution from faculty to Board of Trustees to seek buy-in from trustees
 - ▶ WSU Foundation- Advancement office
 - ▶ Existing committee structures (Inclusion/Diversity, FA Faculty Development, Feminist Issues, others) will help us address intersectionality
- ▶ Explore Ombuds-like person/people
 - ▶ Options include- single person, committee of people, “volunteers with reassign time,” partnering with retiree center

Timeline

- ▶ 4 year timeline for implementation to seeing impact
- ▶ Immediately:
 - ▶ bring to Meet and Confer, seek administrative buy-in
 - ▶ pursue inclusion into the Charting the Future initiatives
- ▶ By End of Academic Year
 - ▶ Task Force will have submitted definition of bullying
- ▶ Within Two Year
 - ▶ Look at an all-campus climate survey within two years
 - ▶ Pursue faculty training within two years

Follow-up

- ▶ Existing Climate Survey provides baseline
- ▶ Follow-up surveys at two years will gauge effectiveness and guide further steps