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UNIVERSITY
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Many Traditions One Alaska

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MEMORANDUM

DATE: October 1, 2013

TO: Tom Case, UAA Chancellor
John Pugh, UAS Chancellor
Brian Rogers, UAF Chancellor

FROM: Pat Gamble, UA President 

RE: Bullying

I'm passing on to you the resolution I received late last week from Staff Alliance which expresses support for expanded bullying awareness training and incorporating use of the term "bullying" on a system-wide basis.

As I mentioned at the Board of Regents meeting, I would like regents' policy/university regulation revised to define and include the term "bullying," so I am asking SWHR and the Office of General Counsel to lead this effort. In the meantime, I strongly encourage you to work with your campus HR offices to include bullying awareness training in your staff training suite. Thanks.

PKG

Attachment

cc: Carey Brown, Staff Alliance Chair
Mike Hostina, UA General Counsel
Erik Seastedt, UA Chief Human Resources Officer
Dana Thomas, UA Vice President Academic Affairs



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Staff Alliance

RESOLUTION

Support for Bullying Awareness Training Systemwide and for Use of the Word "Bullying"

WHEREAS, we, the Staff Alliance, resolve to support President Gamble's commitment to raise awareness about bullying issues throughout the University of Alaska. The bullying issue surfaced in 2012-13 through a system-wide Staff Alliance work-life survey, which included comments by employees; and

WHEREAS, UA Statewide launched a new bullying awareness training in the fall of 2013 to bring attention to and stem a prominent bullying issue. The training occurred with statewide employees only.

Because the issue surfaced in a systemwide survey of all employees, we request the awareness training take place throughout the UA System, and to include UAA, UAF, UAS, and extended campuses; and

WHEREAS, we, the Staff Alliance, support the initiative that all new UA employees and new UA supervisors receive this training system-wide. We request language communicating the issue, include the word "bullying." We understand the word does not appear in the University of Alaska Board of Regents' Policy or University Regulations. While this behavior can take many different names and forms, the known, collective, umbrella term is "bullying." For ease of communication, we support the use of this word when the university addresses the issue. The use of this word communicates a clearer message to employees and to readers and informs them that a policy regarding bullying and applicable regulations specifically exists.

THEREFORE BE IT RESOLVED, that the Staff Alliance advises the University of Alaska administration to support bullying awareness training systemwide, and for use of the word "bullying", to be used systemwide for this and other related purposes.

A handwritten signature in black ink, appearing to read 'Carey D. Brown'.

Carey D. Brown, Staff Alliance Chair

9/26/13

Date