

**From:** [Mark L. Loudon](#)  
**To:** [Secretary of the Faculty](#)  
**Subject:** Re: Meeting with UC on climate  
**Date:** Tuesday, September 2, 2014 10:00:04 AM

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Dear Steve,

Although one of the touchstones for my interest in this is my own experience as a witness/victim of bullying (and the situation is ongoing), I will not name anyone and share details of my experience only insofar as they relate to larger questions of how institutions can recognize and address bullying and faculty incivility on a general level.

Here are reviews of two books on the topic that I find especially useful:

<http://www.higheredjobs.com/Articles/articleDisplay.cfm?ID=286>

<http://chronicle.com/blogs/profhacker/is-there-a-bully-in-your-department/47809>

And here's a link to a third book that is more of a practical guide for administrators dealing with problem faculty:

[http://www.amazon.com/Working-Problem-Faculty-Six-Step-Department/dp/1118242386/ref=pd\\_bxgy\\_b\\_text\\_z](http://www.amazon.com/Working-Problem-Faculty-Six-Step-Department/dp/1118242386/ref=pd_bxgy_b_text_z)

The specific situation I have been dealing with involves what is known as a "victim bully". The reference work that discusses this type of person is this:

<http://www.hup.harvard.edu/catalog.php?isbn=9780674023154>

Here's a brief blog posting from an administrator with experience with victim bullies.

<http://suburbdad.blogspot.com/2006/10/victim-bullies.html>

I hope this is helpful for the UC. I'll try to put together a handout also.

All best,

Mark

On Sep 2, 2014, at 9:40 AM, Secretary of the Faculty <[sof@secfac.wisc.edu](mailto:sof@secfac.wisc.edu)> wrote:

Dear Mark,

Fantastic! You're on the schedule at 12:30 on Monday, September 15. I'm assuming this will not be about specific individuals, but if it is, then we will need to go into closed session so please let me know. If you have any materials for the committee, send them along to me and I'll make sure they get them or you can bring handouts.

Best, Steve

On 8/29/2014 4:48 PM, Mark L. Loudon wrote:

Dear Steve,

Not a problem. I enjoyed meeting you today and am glad to help out in any additional way with the teaching awards committee.

And thanks for contacting the UC chair about the climate/civility questions we talked about. I would be glad to put together a ca. 30-minute presentation for the committee and could visit their committee at 12:30 on Monday, September 15.

Have a great (longish) weekend!

Mark

On Aug 29, 2014, at 2:50 PM, Secretary of the Faculty wrote:

Dear Mark,

Thank you so much for coming in today. I learned a lot about the teaching awards process and feel like I know what I'm doing now!

I discussed your thoughts on climate and civility with the UC chair and she agrees that it would be great for you to meet with the committee to flesh this out a little more. Below are some windows that are currently open during their meetings. Is there some time (20 minutes? 30 minutes?) in there that works for you? If not, please feel free to suggest some other times. The UC meets every Monday afternoon.

Best, Steve

Monday 8 September - 12:30-1:15, 3:30

Monday 15 September - 12:30-1:15, 3:00

Monday 22 September - 12:30-2:00, 3:30