

Zimbra**burtons@uwplatt.edu**

Re: Bullying allegation

From : Lorne Gibson <gibsonlo@uwplatt.edu>

Thu, Nov 21, 2013 03:15 PM

Subject : Re: Bullying allegation**To :** Sabina Burton <burtons@uwplatt.edu>**Reply To :** Dr Lorne Gibson <gibsonlo@uwplatt.edu>

Hey Sabina,

Sorry I didn't get back to you right away. I have no personal allegations of bullying to offer about the search.

I was only referring to the general bullying that most everybody is well aware of, as well as the ensuing general fear or reluctance throughout the department to freely share one's own opinions, or even follow bylaws and procedures without approval. However, nobody from the department has overtly bullied me directly about the search that I'm aware of.

Specifically with the search, I was just referring to the way in which planning for the search was tabled twice, the nature and manner in which administration authorized our searches, that stuff.

The concern I was ultimately raising about the search was the obvious effects from the general environment of intimidation, belittling, patronizing, demonstrations of anger, administration warnings about the dangers of publicly disagreeing with administration, defaming of one's intentions and character, that sort of thing.

So again it's not me I'm worried about, but most of the department is now reluctant to share their opinion because of the consequences experienced and feared. That was the issue I was raising in the email.

None of my earlier email had anything to do with me personally or my feelings. It was all professional and academic opinion about the department and the search process. I assure you.

It's great you followed up though.

LG

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----- Original Message -----

From: "Sabina Burton" <burtons@uwplatt.edu>

To: "Lorne Gibson" <gibsonlo@uwplatt.edu>

Sent: Thursday, November 21, 2013 10:51:33 AM

Subject: Bullying allegation

Lorne,

In your last email you made the allegation that you were bullied in the search & screen process. As the chair of the committee I take this allegations very seriously.

Again, I am asking you to provide information on the bullying incident. By whom, when, in what context? Please provide the information in writing.

The definition of bullying is: "use superior strength or influence to intimidate (someone), typically to force him or her to do what one wants"

After receiving the information I will report the incident(s) in accordance with UWP policy.

Thank you,

Sabina
