

Study Verbiage for Michigan's ACE Women's Network

Promotion Materials for Study

Currently, 62% of higher education professionals report experiencing workplace bullying, and of those respondents, 60% are women. With bullying being more prevalent in higher education than any other organizational construct, understanding the bullying phenomenon becomes a priority for higher education stakeholders. This understanding will better equip higher education stakeholders in addressing bullying within their own institutions. Researchers have shown that women experience bullying at a higher rate than men. Furthermore, researchers have indicated that bullying has a significant impact on the target, who experience negative psychological, physical, and behavioral effects. Moreover, researchers have concluded that the target is not the only one who suffers. Family, friends, co-workers, and the institution are all negatively affected when bullying occurs. Yet, despite interest surrounding bullying in higher education, researchers have not adequately addressed how bullying targets cope with the bullying experience. More specifically, not enough is known about how female targets cope with being bullied.

In an attempt to understand how female targets cope with being bullied in higher education, I, Cortni Oleszczuk, a doctoral candidate at Central Michigan University, am seeking participants for a study entitled "Bullying in Higher Education: The Female Experience." This study will utilize a two-part interview process in an attempt to understand how women working in higher education cope with the bullying experience. Participants should be female faculty or administrators, who have or are currently working in a higher education context, excluding those affiliated with Central Michigan University, and who have been or are currently a target of bullying per the following definition:

Participants will have experienced an escalating process of harassing, offending, or socially excluding behavior or have had their work tasks negatively affected. It has to occur repeatedly and regularly (e.g., weekly) and over a period of time (e.g., at least six months).

As a participant in this study, you will participate in a two part, one-on-one interview process regarding your bullying experience(s). The purpose of completing the two step, one-on-one interviews is to gather information about your experience coping as the target of a bully. Also, a two-step, one-on-one interview will allow the researcher to learn as much as she can about your experience with bullying in higher education. During the first interview, I will ask you to tell me the story of your bullying experience. During the second interview, I will be asking you specific questions about your bullying experience and how you coped with the experience.

Prospective participants should email their interest to Cortni Oleszczuk at olesz1cr@cmich.edu.

For additional information about this study, please contact Dr. Barbara Klocko, dissertation chair, at klock1ba@cmich.edu or Central Michigan's Institutional Review Board at 989-774-6401.

Thank you for your consideration.

Cortni Oleszczuk