



Interventions

Linda Bisson, Associate Director, UCD ADVANCE

Intervention Criteria

- Law or statute violation
- Impact on work/workplace
- Severity
- Number/Frequency of complaints
- Pattern of complaints
 - Faculty turnover
 - Staff turnover
 - Increased number of complaints
- Assessment by adjudicators (Ombuds; complaint processes)
- Request from Dean/Chair

Types of Interventions: Positive

- Faculty/Unit awards/recognition
- Certification programs

Types of Interventions: Negative

- Training
- Informal meetings
- Mediation/Conflict resolution
- External consultant targeted intervention
- External consultant for investigation
- Restorative justice policies/practices
- Support Department Chair intervention
- Appoint Chair from outside
- Dean or Dean's designee attend faculty meetings
- Formal investigation of misconduct

Training

- Cultural values/ Principles of community
- Campus polices
- Workshops

Assessment of Intervention Success

- Most campuses have not experienced this
- Post-intervention reports from Chair
- Decrease in number of complaints/issues
- Follow-up interview of faculty

Consequences of Failure of Intervention

- Most campuses have not experienced this
- Outside Chair appointed
- Termination of person/position

Conclusions

- Not many campuses have had to resort to intervention
- Variety of mechanisms used for intervention tailored to the situation
- When there is an issue there is follow-up to make sure issue has been corrected
- Continual monitoring of existing complaint processes seems key to determining success of intervention