

RECENT FACULTY CONDUCT NOT RISING TO THE LEVEL OF AN RVSM/ADP VIOLATION

1. Continued and repeated unprofessional behavior towards students (e.g., commenting on student's appearance such as weight, what a student eats, physically touching arms and back, etc). Discipline provided after the individual's failure to adhere to written directives which outlined expectations for professional interactions with students.
2. Engagement in a documented pattern of abusive, bullying and intimidating behavior (yelling, threatening to revoke their scholarship funds, throwing books and breaking pencils in anger) toward students in his classroom that led to an atmosphere of fear and caused severe emotional distress to many of the faculty member's students. At least one student was in counseling due to the distress.
3. Repeated incivility and targeting behavior against colleagues, impugning their reputation internally and externally over a 4-year period (e.g., sending letters and emails to departmental and college faculty, professional organizations, and publications asserting that colleagues who served on a peer panel regarding him were corrupt). Additionally, repeated insubordination due to continued targeting behavior after repeated directives to cease the behavior by the department chairperson.
4. Engagement in soliciting a relationship with a student and telling her he loved her. Did not rise to RVSM violation.
5. Verbal outburst against staff; throwing objects.
6. Yelled at and called a student a bitch after she turned down his advances. Did not rise to RVSM violation.