Introduction
The definition of workplace bullying is repeated, health-harming mistreatment by one or more employees of an employee; abuse consists of behaviors that takes the form of verbal abuse; or behaviors perceived as threatening, intimidating, or humiliating work atmosphere or in some combination of the above (MBI, 2022).

The Workplace Bullying Institute (WBI, 2022) found 29% of adults in the US are bullied at work and 74% of US adults have been bullied at work. Unfortunately, the research shows that bullying is not exclusively the face-to-face workplace setting, but instead 43% of remote workers report being bullied. The definition of workplace bullying is repeated, health-harming mistreatment by one or more employees of an employee; abusive conduct is behavior that is repeated, health-harming, and harmful to an individual. Most health professionals, family doctors, or small businesses report being bullied. Most workplace bullying is repeated, health-harming mistreatment by one or more employees of an employee: abusive conduct is behavior that is repeated, health-harming, and harmful to an individual.

Methods
The ACHA’s National Faculty and Staff Health Assessment was developed and has been administered by 20 universities since the Fall of 2019.

Participants
In the 3 years of the NFFSA, 20 universities have surveyed 11,877 faculty and staff.

NSFSA Survey
The NSFSA survey has 66 questions and assesses health and wellness.
- General Health of Faculty and Staff
- Physical Health
- Mental Health
- Productivity and Work Culture
- Nutrition and Exercise
- Stress
- Demographics and Characteristics

Workplace Bullying Questions and Results
Q12: Within the last 12 months, have any of the following negatively impacted your work performance and/or productivity?

<table>
<thead>
<tr>
<th>Question</th>
<th>Fall 2019</th>
<th>Fall 2019</th>
<th>Spring 2021</th>
<th>Spring 2021</th>
<th>Fall 2021</th>
<th>Fall 2021</th>
<th>Spring 2023</th>
<th>Spring 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
<td>1995 (91.9%)</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
<td>1995 (91.9%)</td>
</tr>
<tr>
<td>Yes</td>
<td>517 (23.8%)</td>
<td>430 (19.8%)</td>
<td>1379 (46.6%)</td>
<td>240 (8.1%)</td>
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<td>430 (19.8%)</td>
<td>1379 (46.6%)</td>
<td>240 (8.1%)</td>
</tr>
</tbody>
</table>

Q19A: In the last 12 months, have you observed any of the following behaviors among your coworkers?

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Spring 2019</th>
<th>Fall 2019</th>
<th>Spring 2021</th>
<th>Fall 2021</th>
<th>Spring 2023</th>
<th>Fall 2021</th>
<th>Spring 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ignoring phone calls or emails from coworkers</td>
<td>1883 (86.6%)</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
<td>1995 (91.9%)</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
</tr>
<tr>
<td>Verbal abuse directed towards you in the workplace</td>
<td>1893 (87.0%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
<td>1995 (91.9%)</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
</tr>
<tr>
<td>Physical abuse directed towards you in the workplace</td>
<td>1883 (86.6%)</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
<td>1995 (91.9%)</td>
<td>1658 (76.2%)</td>
<td>1747 (80.2%)</td>
</tr>
<tr>
<td>Sexual abuse directed towards you in the workplace</td>
<td>1893 (87.0%)</td>
<td>1747 (80.2%)</td>
<td>1931 (53.4%)</td>
<td>1995 (91.9%)</td>
<td>1658 (76.2%)</td>
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<td>1931 (53.4%)</td>
</tr>
</tbody>
</table>

Workplace Bullying Questions and Results
Q19B: In the last 12 months, have the following behaviors been directed towards you in the workplace?

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Fall 2019</th>
<th>Fall 2019</th>
<th>Spring 2021</th>
<th>Spring 2021</th>
<th>Fall 2021</th>
<th>Fall 2021</th>
<th>Spring 2023</th>
<th>Spring 2023</th>
</tr>
</thead>
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</table>

Results Continued
Q21: Please indicate the extent to which you agree or disagree with each of the following statements. In the last 12 months:

- My emotional health (anxiety, depression, etc.) has been negatively affected due to being bullied at work.
- My physical health (headaches, diabetes, impaired immune system, depression, etc.) has been negatively affected due to being bullied at work.
- My stress (social isolation, family issues, marriage issues, etc.) has been increased due to being bullied at work.

Conclusions
Several conclusions can be drawn from the NSFSA data on bullying behaviors:
- Toxic work environments exist on college campuses.
- Reports of bullying in academia are increasing, however, the issue is poorly investigated, especially on college campuses.
- HR departments are not always prepared to investigate reports of bullying.
- Some universities do not yet have anti-bullying policies, thus, bullies cannot be punished or terminated for their actions.

Recommendations
- After analyzing the data on faculty and staff bullying behaviors among faculty and staff, several recommendations can be made:
  - Tier HR departments on bullying behavior and how to investigate reports.
  - Encourage university HR departments to coordinate investigations with the staff who has been bullied.
  - Develop protocols and policies, based on best practices, and have staff understand because of an identity they hold.
  - Institutions can utilize the NSFSA to assess their faculty and staff in order to provide strategies to reduce bullying behavior and increase prosocial behaviors.
  - Emphasize the importance of collecting data, especially on topics such as bullying, so that behaviors can be addressed.
  - Work in partnership with other campus units to implement strategies to address bullying behaviors and provide resources for those who have been bullied.
  - Create institutional policy around bullying behavior specifically.