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### **Student witnesses bullying**

- **Side One (Student X):** Student X is a first year PhD Student and thus is taking several classes, starting his/her/their dissertation research, and is working 20 hours/week as a graduate teaching assistant. Student X is also a parent to two children under the age of 5 and is trying to balance a million things at once. When Student X meets with Faculty X again about the research project, Student X tries to explain that the expectations being asked of him/her/they are too great for a first year student taking a full course load. Faculty X views this as an excuse and yells at Student X. Feeling overwhelmed, Student X rushes out of Faculty X's office to avoid crying in front of Faculty X.
  - **What are your thoughts about Student X's experience?**
  - **If you were Student X, how would you feel? What outcomes would you want to see happen?**
  - **Why do you think Faculty X acted in this way?**
  - **What actions do you think could be taken to address Student X's concerns?**
  - **Who do you think the student could talk to in order to get perspective on Faculty X's actions?**
  - **What do you think would be some possible outcomes if Student X talked to other students in the lab about their experiences with Faculty X?**
  
- **Side Two (Student Y):** Student Y is in his/her/their 3<sup>rd</sup> year of graduate school. Student B knows most everyone in the department and has strong working relationships with many of the faculty and staff. One day, Student Y hears a student in another lab (Student X) being yelled at by Student X's Faculty (Faculty X). While Student X and Faculty X are in Faculty X's office, the door is open and the yelling can easily be heard down the hall. Student Y sees Student X run out of the office in tears. Student Y is torn on whether he/she/they should report the emotional abuse of Faculty X to the department head, should confront Faculty X directly, or should just talk to Student X to see if he/she/they is/are okay.
  - **If you were Student Y, how would witnessing this situation make you feel?**
  - **If you were Student Y, what would you do and why?**
  - **What responsibility do you think witnesses have in these types of situations?**
  
- **Side Three (Faculty X):** Faculty X has a meeting with Student X. Faculty X and Student X have had several previous discussions about work expectations, as Student X is having a hard time keeping up with research due to class and assistantship work. When Student X says there is still no progress on the research, Faculty X is frustrated and raises his/her/their voice in order to make Student X understand that not working on the project is unacceptable. Since this is not the first time they have had this conversation, Faculty X believes that the understanding tactic that was used in their previous conversations is not working, and thus takes a more assertive approach to getting his/her/their point across.

- **What are your thoughts about this situation after hearing Faculty X's side?**
  - **If you were Faculty X, how would you feel if you were approached with this student's concerns?**
  - **Have your opinions on how the situation should be handled changed since hearing side 2? If so, how?**
  - **What do you think could be done in the short term to resolve the immediate tension and what would have to change long term in order to create a working relationships between Student X and Faculty X?**
- **Case Study 4: Final Thoughts**
    - **How does this case resonate with your experiences at Virginia Tech?**
    - **What level of support would allow you to move forward in a positive direction?**