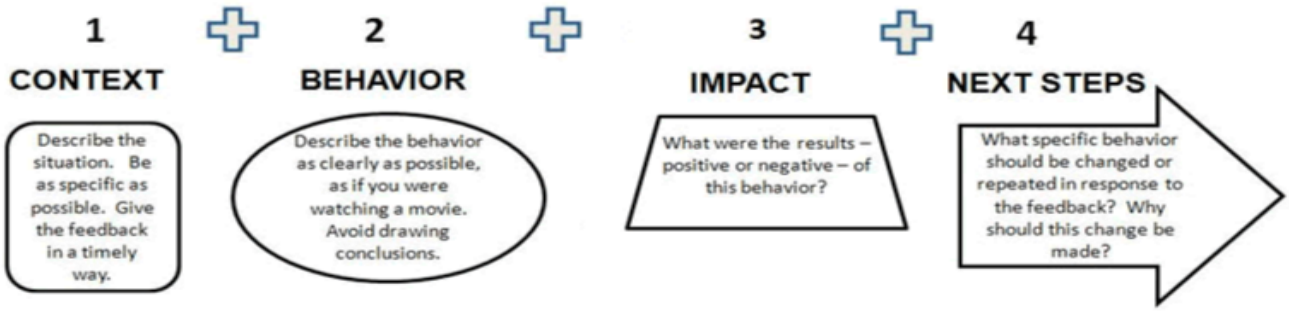
Apply the Effective Feedback 4 Step Model To These Scenarios



1. Two faculty members start bullying other faculty during a departmental meeting when they disagree with an organizational decision. The two faculty repeatedly vent their disagreement at the next several faculty meeting to such an extent that other faculty dread the faculty meetings.

2. A case of faculty self-plagiarism was detected by the chair of a promotion committee, who shared this discovery with the department chair.

3. A former department chair frequently makes remarks during faculty meetings questioning departmental decisions announced by the department chair. The full faculty has previously collectively arrived at the decision announced by the chair. Even so, the former department chair continues to undermine the current chair's authority.

4. While getting coffee with a fellow faculty member, the faculty remarks he was no longer serving on a particular dissertation committee because of a change in the student's research direction. He concludes his statement saying, "I guess it makes sense that he/she took up a less rigorous academic topic because he/she is the primary caregiver.