

NEWSLETTER OF THE IAWBH

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Editor: Annie Hogh

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Welcome to the December newsletter

Dear Colleague

As we get closer to our biennial conference this June, you will see in our Newsletter is dominated by 'all change' for the elections and arrangements for the Copenhagen event. Unfortunately Gary Namie has had to withdraw from the Board for family reasons, and I must first appreciate Gary for all his time and effort, and wish him the best for the future.

Our conference marks the culmination of much preparation – we received around 160 papers – so thanks to the membership for bringing your work to Copenhagen and we look forward to seeing it through posters and oral presentations.

The Board spent considerable time looking at how to use bursaries to help people come to the conference. In the end we decided that as we have so many members who are self employed, work for not-rich Universities or come from countries where the price of the conference is very high, we should try to help as many people as possible. Hence we have used our membership fees to subsidise the rates for members. You will see this in the pricing structure which the organisers have used.

I must thank the team at Copenhagen University for their flexibility and willingness in organising the conference. They have donated rooms for all of our pre-conference events – so for many of us the conference begins on Tuesday June 12th. This day we have the Doctoral Consortium running (free) for students worldwide with input from experts who are donating time. Also on the Tuesday are the Special Interest Group Meetings (also free) to allow us to meet with colleagues very close to our own areas of specialism for quality time. Make sure you sign up at the website. Our conference fee includes lunch of Wednesday, Thursday and Friday, and dinner on Thursday. Dinner on Wednesday will be self-funded (but not expensive) and hosted by the Special Interest Groups after a Civic Reception that has been arranged by the organisers. Those new to the conference can use this time to find new contacts in a relaxed atmosphere. We are a friendly bunch! My last message is to draw your attention to the elections. PLEASE consider standing for the Board. As Gary has had to withdraw we will be looking for FOUR board members this rotation. I follow the US system and think two terms in office as President is plenty and will be stepping down

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also, hence the President position seeks a new face and fresh energy! Denise Salin and Guy Note-laers run the elections (I help) and they have a useful message in this Newsletter. Information about the commitments are all on the website – it does take time, but is hugely worthwhile. For everyone coming to the event in June, make sure you have booked accommodation as well as travel. Otherwise please enjoy this newsletter and the highlights that are signposted here.

Warmest wishes
Charlotte Rayner
President of the IAWBH

Events

The 8th International Conference on Workplace Bullying and Harassment **Copenhagen June 12 – 15 2012.**

Letters have now been sent to all of you who submitted an abstract (to first authors only). Approximately 160 abstracts have been accepted for oral or poster presentations. You can see the overall programme on the conference website and we expect to have a detailed programme for you at the end of April. We look very much forward to all the presentations at the conference. However, if you want your abstract in the abstract book, **please to register before April 4th**.

Please note that the early registration with the **low price** has been extended to **April 4th**.

Please also note that we have two pre-conference meeting – one whole day seminar for PhD students as well as meetings for the different SIG groups – see below for more information.

You can find more information about the whole conference on the conference website:
www.bullying2012.com

Annie Hogh
Conference organiser

The day before the IAWBH conference...

IAWBH Workshop for PhD students – Copenhagen University, 12 June 2012

Dear doctoral student

On behalf of the IAWBH Board I would like to welcome you to the 2012 workshop, tailor-made for PhD students carrying out research on topics concerned with bullying and harassment at work. We believe we have put together an exciting program for the morning of the workshop, integrating

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theoretical discussions with practical considerations. After lunch (provided by the IAWBH) you will work in groups (clinics) associated with your particular focus of study, under the direction of an experienced bullying researcher.

If you have not registered for the event please do so as soon as possible. Details of where to find the workshop are available on the Conference website.

With best wishes

Helge Hoel

On behalf of the IAWBH Board.

Any queries about the workshop can be sent Dr Helge Hoel (helge.hoel@mbs.ac.uk).

Doctoral Workshop Programme – 12 June 2012

Venue:

University of Copenhagen, CSS (Centre for Health and Society)
Oester Farimagsgade 5
Room 7.0.22

Welcome

8.30-9.00 Registration – coffee/tea

9.00 Welcome and opening remarks (Helge Hoel & Charlotte Rayner)

9.15 *"Deciding your direction in bullying research: concepts, issues and strategic alternatives"*
Professor Ståle Einarsen, University of Bergen, Norway.

11.00 Coffee break

11.15 Contemporary issues in bullying research methods.
Participants choose either workshop A or B.

A: *"Dealing with the concept of workplace bullying in quantitative research: theoretical and practical implications"*
Dr Guy Notelaers, Maastricht, University, the Netherlands.

B: *"Essentials of qualitative research: A hermeneutic phenomenological approach."*
Professor Ernesto Norohna, Indian Institute of Management, Ahmedabad, India.

13.00 Lunch

14.00–16.30 "PhD surgeries": Advice and discussion on research strategy and methods.

16.30 Concluding remarks

Helge Hoel (IAWBH Board)

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SIG-group meetings

On the day before the IAWBH conference we have meetings for different Special Interest Groups: 'Organizational Practitioners', 'Therapeutic Practitioners', 'Dynamics of formal knowledge', 'power and professions', 'Bystanders' and 'Organizational Influences', 'Trade Unions', 'Risk Management' and 'Legal Issues' will meet to discuss relevant developments in their field. On the website (www.iawbh.org/SIGmeetings) you will find information about the plans they have with their meeting.

At the registration part of the conference website www.bullying2012.com you may subscribe to your favourite meeting. Please don't be too late. One of the meetings (Bystanders and Organizational Influences) has been fully booked already.

Best wishes,

Adrienne Hubert

Board member, responsible for the SIGs; [Board SIGs Coordinator@iawbh.org](mailto:Board_SIGs_Coordinator@iawbh.org)

General Assembly – 2nd day of the conference at 5 – 6pm

Hello everyone!!!

I am sure all of you are eagerly looking forward to the Copenhagen conference as much as we on the IAWBH Board are.

As you know, the IAWBH biennial conference is when we hold the IAWBH General Assembly – this time, the Assembly is scheduled for Thursday, 14th June 2012, 5 pm, at the University of Copenhagen (venue details will be in the conference programme) and should last about an hour. So please block your diary.

Apart from sharing the Board's work of the last 2 years (2010-2012) and introducing the new Board (2012-2014), we will be very happy to hear your views on the way ahead.

See you there!!!

Premilla D'Cruz, Secretary, IAWBH Board

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Elections 2012

Dear member of the International Association on Workplace Bullying and Harassment,

On behalf of the election committee we would like to inform you that the preparations for the 2012 IAWBH elections have now begun.

This spring we will be electing:

- a president
- four board members
- two reserve board members
- two election committee members

We kindly invite you to consider if you would be interested in standing for any of these positions. This is an excellent chance to work for our Association and to support and influence the future of bullying research and practice. If you are interested in standing for a position please read the information available on the website (member area) and send the information requested to Guy Notelaers g.notelaers@maastrichtuniversity.nl or Denise Salin denise.salin@hanken.fi (i.e. the members of the current election committee) no later than April 5th. You are warmly welcome to contact us earlier to express your interest or ask any questions. Elections will be held in May and results announced in June. We hope there will be a high number of candidates!

Yours sincerely,

Denise Salin and Guy Notelaers (Election committee members)

IAWBH has a logo...finally!!!

The IAWBH now has a logo – if you have visited our website, you must have already seen it; if not, we invite you to please do so.

Following the Board call to members for their ideas and designs for a logo (which, unfortunately, drew no response), the Board entrusted the job to Premilla D’Cruz (Board member – Secretary). Premilla worked with Peter (Chat) Robinson, a professional artist who kindly volunteered his time and expertise, on a variety of designs that were then circulated among Board members. Board members selected a couple of designs and asked for modifications in terms of content, fonts and colours. Premilla liaised with Chat and reverted to the Board with some more versions incorporating Board specifications. A final selection was then made jointly by Board members. Premilla followed this by working with Christoph Seydl, our website expert, who then put it up on the website (after a series of modifications in conjunction with Chat to make it website-friendly). The IAWBH Board is truly grateful to Chat and Chris for their contributions.

Premilla D’Cruz, Board member, Secretary

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Venue for the IAWBH's Conference in 2014

The call has closed and we will be announcing the venue for the 2014 conference at the 2012 conference in Copenhagen in June.

Helge Hoel, IAWBH Responsible for Conferences and Events

News on the website

You may inform us if you have relevant news for the website. This may include:

- international conferences on workplace bullying,
- special issues on workplace bullying and harassment,
- research breakthroughs
- international cooperation and funding,
- and any news that is relevant to a great deal of our members.

If you want to make announcements to just a small part of our members, please use the forums of the Special Interest Groups (SIGs). The News page shouldn't become a place for the promotion of local workshops or other kind of advertisements. It is for the Board to decide whether a news item will be placed at the 'News' page or at another place at our website.

Please send news items to:

*Adrienne Hubert, board member (a.hubert@hubertconsult.nl) or
Annie Høgh, board member (annie.hogh@psy.ku.dk)*

Members' corner

Here members have an opportunity to include in the newsletter pieces of interest for members of the IAWBH. For instance abstracts from peer reviewed articles and books; information about journal special issues and conference calls.

If you have published an article you are welcome to write a short summary for the Newsletter or – if you can get permission from the journal - we can also include the abstract of the article.

On the website you can join the discussion forum for the Sigs. We encourage you to use these sites and please visit our website on www.iawbh.org/

Annie Høgh, editor

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New IAWBH members

The board would like to welcome the following new members:

- Sharone Bar-David, Bar-David Consulting Inc., Canada
- Stefan Blomberg, Department of Occupational and Environmental Medicine, Sweden
- Migena Buka, Tirana University, Albania
- Catherine Burr, Catherine Burr Consulting, Canada
- Christian Cook, Mount Royal University, Canada
- Teresa A Daniel, Sullivan University, United States
- Ria Deakin, University of Manchester, United Kingdom
- Frederick Dehmel, CSI Investigations, Canada
- Pam Farmer, BT, United Kingdom
- Pat Ferris, Calgary Psychology Group Inc., Canada
- Julia Gitahy da Paixao, University of Ottawa - Faculty of Law, Canada
- Ros Greaves, WB Research, United Kingdom
- I Jerry Richards, Pondicherry University, India
- Vicki Koch, Vicki Koch And Associates, Canada
- Lynn Lansbury, University of Portsmouth, United Kingdom
- Tom Maarup, selfemployed, Denmark
- Barbara MacQuarrie, Centre for Research & Education on Violence against Women & Children, Western University, Canada
- Darcy McCormack, Australian Catholic University, Australia
- Keogh McGlone, MGIS, United Kingdom
- Caroline Murphy, University of Limerick, Department of Personnel and Employment Relations, Ireland
- Gloria Myers-Clark, Argosy University, United States
- Kimberley Squires, Department of Corrective Services, Australia
- Damian Stoupe, University of Bristol, United Kingdom
- Alison Thirlwall, University of Waikato, United Arab Emirates

New members: Please don't forget to subscribe to forums of your interest at our website. Just go to your Special Interest Group, click on the word '[forum](#)' and then click the button [[subscribe to forum](#)]. If you need any help, please let us know.

Adrienne Hubert, board member

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Book Summary

Workplace bullying in India by Premilla D’Cruz (Published 2012 by Routledge)

The book explores the phenomenon of workplace bullying, which has so far not received academic attention in India, through a series of quantitative and qualitative inquiries conducted in the country’s Information Technology-Enabled Services–Business Process Outsourcing (ITES-BPO) sector. Through quantitative evidence from two multi-city surveys, the book highlights the incidence of interpersonal bullying at work and the organizational measures available to deal with it. Over one-third of the survey respondents experienced bullying, which was usually from superiors though cross-level co-bullying was also reported. Approximately 70 per cent of the survey respondents described organizational measures including anti-bullying policies, employee awareness and training programmes, encouragement of witnesses/bystanders to intervene in bullying situations, and organizational actions. Through qualitative data, the book provides insights into both interpersonal and depersonalized bullying. The lived experiences of targets and witnesses/bystanders of interpersonal bullying underscore the critical influence of human resources management (HRM) on target coping, the long-term identity work targets engage in as they respond to identity disruptions and the effect of workplace friendship on witnesses’/bystanders’ behaviour. The presence of an oppressive work environment facilitates the development of the emergent construct of depersonalized bullying. Across both quantitative and qualitative inquiries, the inclusion of socio-cultural, micro-organizational and macro-organizational dimensions enriches the findings.

Premilla D’Cruz – Board member

Workplace Bullying. Symptoms and solutions. Edited by Noreen Tehrani (Published in 2012 by Routledge).

Divided into four parts, this book covers:

- impact and symptoms of workplace bullying
- individual interventions
- organisational interventions
- underlying causes and future considerations.

More information about content and contributors:

www.routledge.com/books/details/9780415617086

Adrienne Hubert, board member