



2025 Niagara Conference on Workplace Mobbing

*Multidisciplinary Examination
of Workplace Mobbing*

July 21-23, 2025
Niagara University, N.Y., USA



**NIAGARA
UNIVERSITY**



Day 1 | Monday, July 21, 2025

All daytime sessions in Glynn Hall 407, Niagara University
(Free parking on campus)

Free Transportation to NU 8 a.m.

Travel to Glynn Hall 407, Niagara University, from DoubleTree Hotel
(401 Buffalo Ave, Niagara Falls, N.Y.)

Check In 8:30–9:30 a.m.

Glynn Hall, 4th Floor Atrium

Session 1: The Conference Agenda 9–9:50 a.m.

Chair: Qingli Meng, *Niagara University*

- Welcome from Rev. James J. Maher, C.M., *President, Niagara University, USA*
- Greeting from Brian Martin, *University of Wollongong, NSW, Australia*
- Greeting from Joan Friedenbergl and Mark Schneider, *Boynton Beach, Florida, USA*
- Greeting from Linda Shallcross, *Director, Workplace Mobbing Australia*

Group Photo 9:50–10:10 a.m.

Short break, coffee, snacks, and juice

Session 2: What was learned last year: three reflections and a paper 10:10–11:10 a.m.

Chair: Caroline Crawford, *University of Houston – Clear Lake*

- Reflection by Richard Peltz-Steele, *University of Massachusetts, USA, Inaugural Chair of the Niagara Conference on Workplace Mobbing*
- Reflection by Eve Seguin, *University of Quebec at Montreal, Canada*
- Reflection by Peter Wylie, *University of British Columbia, Okanagan, Canada*
- Paper, “The Moment of Truth in Workplace Mobbing,” by Kenneth Westhues, *University of Waterloo, Canada*

Short Break 11:10–11:25 a.m.

Coffee, snacks, and juice

Session 3: Autoethnographies of Academic Mobbing: Personal Narratives and Transformative Reflections 11:25 a.m.–12:25 p.m.

Chair: Gisèle Yasmeen, *Canada*

- Jocelynne A. Scutt, *Barrister and Human Rights Lawyer, UK*: “Targeting the Boss: Women and the Upward Mobbing Phenomenon”
- Shiva Sadeghi, *Saad Research Design, Canada*: “An Autoethnographic Study of Academic Mobbing and its Theoretical and Practical Implications”
- Gisèle Yasmeen, *University Board Director/Advisor, Canada*: “No due process: mobbing in academe in the context of significant budget cuts”

Complimentary Catered Lunch 12:25–1:25 p.m.

Glynn Hall, Room 405/406

Session 4: Workplace Mobbing Through Psychological and Medical Lenses: From Theory to Action 1:25–2:25 p.m.

Chair: Eve Seguin, *University of Quebec at Montreal, Canada*

- Amina Ahmadzai, *Niagara University*; Kevin A. Hinkley, *Niagara University, USA*; Sanga Muhai, *Niagara University, USA*: “Physiological and Psychological Effects of Workplace Mobbing on Employees: A Secondary Literature Review”
- Kate Roloff, *Independent Scholar, USA*: “Survival of the Groupiest: Comparing the Workplace Dynamics of Mindless Mobs and Mindful Teams using an Evolutionary Lens on Human Sociality”
- Viviana Mariel Dobarro, *Universidad de Buenos Aires, Argentina*: “Advancing Decent Work: The Challenge of Eradicating Workplace Violence and Harassment under ILO Convention 190”

Short Break 2:25–2:40 p.m.

Coffee, snacks, and juice

Session 5: Leadership and Institutional Culture:

How Power Structures Enable Workplace Mobbing 2:40–3:40 p.m.

Chair: Leah Hollis, *Penn State, USA*

- Becky Pearson, *New Mexico State University, USA*: “Needs Improvement: Mobbing as structural feature in a risky institutional ecology”
- Michelle Newlands, *Waterloo Region District School Board, Canada*: “Are You A Mob Boss? The Influence of Leadership in Workplace Mobbing Downward Mobbing: Uncovering the conditions that create mobbing behavior among leaders and strategies for improving leader behavior”
- Leah Hollis, *Penn State, USA*: “Toxic Ivory Towers: Academic executive leadership relationship to workplace bullying in higher education”

Short Break 3:45–4 p.m.

Coffee, snacks, and juice

Session 6: Legislating Dignity: The Struggle for Workplace

Anti-Bullying/Mobbing Laws in New York State 4–5 p.m.

Chair: Paul Siskind, *New York Healthy Workplace Advocates, USA*

- Mike Schlicht, *New York Healthy Workplace Advocates, USA*: “Why workplace policies are ineffective methods to address abusive work environments”
- Tom Witt, *New York Healthy Workplace Advocates, USA*: “History of the Effort to Pass Workplace Bullying Legislation in New York State”
- Paul Siskind, *New York Healthy Workplace Advocates, USA*: “It’s Not ‘I’m Just a Bill’; The Realities of Trying to Pass Legislation in New York State”

Free Transportation to DoubleTree Hotel 5:05 p.m.

Departure from traffic circle in front of Dunleavy Hall.

Day 2 | Tuesday, July 22, 2025

All daytime sessions in Glynn Hall 407, Niagara University

(Free parking on campus)

Sit-down dinner at 6:30 p.m. in Glynn Hall 405/406, Niagara University

(cost included in registration fee)

Free Transportation to NU 8 a.m.

Travel to Glynn Hall 407, Niagara University, from DoubleTree Hotel (401 Buffalo Ave, Niagara Falls, N.Y.)

Break 8:30–9 a.m.

Coffee, snacks, and juice.

Session 7: Power, Perception, and Process:

Diverse Dimensions of Workplace Mobbing 9–10 a.m.

Chair: Caroline Crawford, *University of Houston – Clear Lake*

- Kerstin Hecker, *Pacifica Graduate Institute, Germany*: “Systemic Abuse and Discrimination: The Plight of Autistic Individuals and Their Advocates in the Workplace”
- Steve Fellner, *SUNY Brockport, USA*: “An Academic Mobbing: A Love Story”
- Caroline Crawford, *University of Houston – Clear Lake, USA*: “As the Karma Bus Goes By: When the Attacker Becomes the Prey, Watching from the Sidelines”

Break 10–10:15 a.m.

Coffee, snacks, and juice.

Session 8: Defining the Boundaries: Ambiguities and

Hidden Realities in Workplace Mobbing 9–10 a.m.

Chair: Qingli Meng, *Niagara University, USA*

- Florencia Peña, *National School of Anthropology and History, Mexico*: “Mobbing or Fair Claims? How to Resolve This Dilemma?”
- Marty Sawma, *Mellen University, USA*: “Small Group Violence; Singular Guilted Victims; Specious Grounds Veiled, Systemic Governance Verified”
- Maritza Reyes, *Attorney and Independent Academic, USA*: “A Self-Represented Attorney’s Experience with Workplace Mobbing as Part of Her Federal Case Strategy—Part II”

Break 11:15–11:30 a.m.

Coffee, snacks, and juice.

Session 9: Justice and Governance in Focus: Legal, Artistic,

and Institutional Perspectives on Workplace Mobbing 11:30 a.m.–1:30 p.m.

Chair: Cevat Celep, *Girne American University, Cyprus*

- Emily Godbey, *Iowa State University, USA*: “In the Shadow of Justice: Daumier’s Documentation of Judiciary Mobbing”
- Lucie Dion, *Santé Publique, Canada*: “Mobbing and the instrumentalization of psychiatric expertise as a tool of professional exclusion”
- Cevat Celep, *Girne American University, Cyprus*: “Mobbing Practices Towards Managers and Teachers in Turkey”

Complimentary Catered Lunch..... 12:30–1:30 p.m.
Glynn Hall, Room 405/406

Session 10: Vulnerability and Recovery: Multidisciplinary Approaches to Academic Mobbing 1:30–2:45 p.m.
Chair: Naomi Petersen, *Central Washington University, USA*

- Naomi Petersen, *Central Washington University, USA*: “Classroom Mobbability: Factors that make the learners and the learning environment vulnerable”
- Richard Schwindt, *Retired Therapist, Canada*: “Counselling People Targeted by Workplace Mobbing”
- Samma Faiz Rasool, *University of Nizwa, Oman*: “Exploring the relationship between workplace bullying and sustainable work performance: Evidence from the Higher Education sector of Oman”
- Justice Mensah, *University of Ghana Business School, Ghana*: “Workplace Mobbing Among Nurses: A Quantitative Analysis of Prevalence and the Mitigating Role of Organizational Resources”

Break..... 2:45–3 p.m.
Coffee, snacks, and juice.

Session 11: Defining the Boundaries: Ambiguities and Hidden Realities in Workplace Mobbing 3–4 p.m.

Panel Discussion: Advocating for Workplace Bullying Legislation in New York

Moderator: Eve Seguin, *University of Quebec at Montreal, Canada*

Discussants:

- Paul Siskind, *New York Healthy Workplace Advocates, USA*
- Mike Schlicht, *New York Healthy Workplace Advocates, USA*
- Tom Witt, *New York Healthy Workplace Advocates, USA*
- Qingli Meng, *Niagara University, USA*
- Kenneth Westhues, *University of Waterloo, Canada*

Break..... 4–4:15 p.m.
Coffee, snacks, and juice.

Session 12: Planning ahead: World Association for Research on Workplace Mobbing (WARWM), the Journal of Workplace Mobbing (JWM), and 2026 Niagara Conference on Workplace Mobbing 4:15–5:15 p.m.

Chair: Qingli Meng, *Niagara University, USA*

Reception..... 5:30–6:30 p.m.
Glynn Hall, 4th Floor Atrium

Dinner For Conference Registrants 6:30–8:30 p.m.
Remarks by Dr. Timothy Ireland, *Provost of Niagara University, USA*. Cost is included in conference registration fee.

Free Transportation to DoubleTree Hotel..... 8:45 p.m.
Departure from traffic circle in front of Dunleavy Hall.



Day 3 | Wednesday, July 23, 2025

Walking from DoubleTree Hotel to Niagara Falls Maid of Mist

Boat Tour: Niagara Falls Maid of Mist 8 a.m.–12 p.m.
Meet in the lobby of Double Tree Hotel (cost included in registration fee)

*Thank you
for attending!*



NIAGARA
UNIVERSITY