

**Ivory Tower Under Siege: Workplace Bullying and Harassment towards  
Faculty Members in Higher Education Institutions  
A Systematic Review and Future Research Suggestions**

**Abstract**

This systematic literature review aims to comprehensively investigate workplace bullying and harassment towards faculty members in higher education institutions (HEIs). A systematic search of relevant peer-reviewed articles was conducted to identify 56 studies for analysis. The findings reveal the extent and scope of the problem, five major research streams, and different theoretical frameworks used in the studies. Practically, the review seeks to generate insights and increase awareness of the issue HEIs to motivate them to adopt proactive measures to prevent such behaviors, thereby improving employee well-being and organizational performance. A model consolidating the research findings and future research agenda are proposed to advance knowledge and responses in this area.

**Keywords** Qualitative, Systematic literature review, Workplace bullying, Workplace harassment, Faculty members, Higher education