References

Abas, N. A. H., Lin, M.-H., Otto, K., Idris, I., & Ramayah, T. (2020). Academic incivility on job satisfaction and depressivity: can supervisory support be the antidote? *Journal of Applied Research in Higher Education*. https://doi.org/10.1108/JARHE-05-2020-0114

Ahmad, S., Kalim, R., & Kaleem, A. (2017). Academics' perceptions of bullying at work: insights from Pakistan. *International Journal of Educational Management*, *31*(2), 204–220. https://doi.org/10.1108/IJEM-10-2015-0141

Allen, W. R. (2005). A Forward Glance in a Mirror: Diversity Challenged—Access, Equity, and Success in Higher Education, *34*(7), 18–23. https://doi.org/10.3102/0013189X034007018

Anjum, A., & Muazzam, A. (2018). The Gendered Nature of Workplace Bullying in the Context of Higher Education. *Pakistan Journal of Psychological Research*.

Ariza-Montes, A., Arjona-Fuentes, J. M., Han, H., & Law, R. (2018). Work environment and well-being of different occupational groups in hospitality: Job Demand–Control–Support model. *International Journal of Hospitality Management*, *73*, 1–11. https://doi.org/10.1016/J.IJHM.2018.01.010

Aytaş, H., & Emil, S. (2020). The lived experiences of faculty members with disabilities in turkish universities: Implications for higher education leadership and management. *Research in Educational Administration and Leadership*, *5*(4), 1123–1155. https://doi.org/10.30828/real/2020.4.5

Bartlett, J. E., & Bartlett, M. E. (2011). Workplace Bullying: An Integrative Literature Review, *13*(1), 69–84. https://doi.org/10.1177/1523422311410651

Beckmann, C. A., Cannella, B. L., & Wantland, D. (2013). Faculty Perception of Bullying in Schools of Nursing. *Journal of Professional Nursing*, *29*(5), 287–294. https://doi.org/10.1016/j.profnurs.2012.05.012

Beehr, T. A., King, L. A., & King, D. W. (1990). Social support and occupational stress: Talking to supervisors. *Journal of Vocational Behavior*, *36*(1), 61–81. https://doi.org/10.1016/0001-8791(90)90015-T

Bjaalid, G., Menichelli, E., & Liu, D. (2022). How Job Demands and Resources Relate to Experiences of Bullying and Negative Acts among University Employees. *International Journal of Environmental Research and Public Health*, *19*(14). https://doi.org/10.3390/IJERPH19148460

Blau, P. M. (2017). Exchange and power in social life. *Exchange and Power in Social Life*, 1–352. https://doi.org/10.4324/9780203792643

Blizard, L. M. (2015). Faculty Members' Experiences of Cyberbullying by Students at One Canadian University: Impact and Recommendations. *International Research in Higher Education*, *1*(1), 107. https://doi.org/10.5430/IRHE.V1N1P107

Bokek-Cohen, Y., Shkoler, O., & Meiri, E. (2022). The unique practices of workplace bullying in academe: An exploratory study. *Current Psychology*, *0123456789*. https://doi.org/10.1007/s12144-022-03090-2

Bondestam, F., & Lundqvist, M. (2020). Sexual harassment in higher education – a systematic review, *10*(4), 397–419. https://doi.org/10.1080/21568235.2020.1729833

Bosold, C., & Darnell, M. (2012). Faculty Practice: Is It Scholarly Activity? *Journal of Professional Nursing*, *28*(2), 90–95. https://doi.org/10.1016/J.PROFNURS.2011.11.003

Caran, V. C. S., De Oliveira Secco, I. A., Barbosa, D. A., & Do Carmo Cruz Robazzi, M. L. (2010). Moral harassment among professors in a public university in Brazil. *ACTA Paulista de Enfermagem*, *23*(6), 737–744. https://doi.org/10.1590/s0103-21002010000600004

Cassell, M. A. (2011). Bullying in Academe: Prevalent, Significant, and Incessant. *Contemporary Issues in Education Research*, *4*(5), 33. https://doi.org/10.19030/CIER.V4I5.4236

Cassidy, W., Faucher, C., & Jackson, M. (2014). The Dark Side of the Ivory Tower: Cyberbullying of University Faculty and Teaching Personnel. *Alberta Journal of Educational Research*, *60*(2), 279–299.

Celep, C., & Konakli, T. (2013). Mobbing experiences of instructors: Causes, results, and solution suggestions. *Kuram Ve Uygulamada Egitim Bilimleri*, *13*(1), 193–199.

Clark, C. M., Olender, L., Kenski, D., & Cardoni, C. (2013). Exploring and addressing faculty-to-faculty incivility: A national perspective and literature review. *Journal of Nursing Education*, *52*(4), 211–218. https://doi.org/10.3928/01484834-20130319-01

Conco, D. N., Baldwin-Ragaven, L., Christofides, N. J., Libhaber, E., Rispel, L. C., White, J. A., & Kramer, B. (2021). Experiences of workplace bullying among academics in a health sciences faculty at a South African university. *South African Medical Journal*, *111*(4), 315–320. https://doi.org/10.7196/SAMJ.2021.v111i4.15319

Cooper, J., & Mitsunaga, R. (2010). Faculty perspectives on international education: The nested realities of faculty collaborations. *New Directions for Higher Education*, *2010*(150), 69–81. https://doi.org/10.1002/HE.391

Cortina, L. M., & Magley, V. J. (2003). Raising Voice, Risking Retaliation: Events Following Interpersonal Mistreatment in the Workplace. *Journal of Occupational Health Psychology*, *8*(4), 247–265. https://doi.org/10.1037/1076-8998.8.4.247

Davidson, J., & Jacobs, C. (2008). The Implications of Qualitative - Research Software for Doctoral Work Considering the Individual and Institutional Context. *Qualitative Research Journal*, *8*(2), 73–80. https://doi.org/10.3316/QRJ0802072/FULL/XML

Dawson, K. M., O'Brien, K. E., & Beehr, T. A. (2016). The role of hindrance stressors in the job demand-control-support model of occupational stress: A proposed theory revision. *Journal of Organizational Behavior*, *37*(3), 397–415. https://doi.org/10.1002/JOB.2049

Del Favero, M. (2003). Faculty-Administrator Relationships as Integral to High-Performing Governance Systems. *American Behavioral Scientist*, *46*(7), 902–922. https://doi.org/10.1177/0002764202250119

DeSouza, E. R. (2011). Frequency rates and correlates of contrapower harassment in higher education. *Journal of Interpersonal Violence*, *26*(1), 158–188. https://doi.org/10.1177/0886260510362878

Einarsen, S., Hoel, H., Zapf, D., & Cooper, C. L. (2003). *The Concept of Bullying at work: the European tradition*. Taylor & Francis. https://research.manchester.ac.uk/en/publications/the-concept-of-bullying-at-work-the-european-tradition

Erkutlu, H., & Chafra, J. (2014). *Ethical leadership and workplace bullying in higher education*. Hacettepe Üniversitesi. http://hdl.handle.net/11693/48960

Evans, D. P., Sales, J. M., Krause, K. H., & Del Rio, C. (2019). You have to be twice as good and work twice as hard: a mixed-methods study of perceptions of sexual harassment, assault and women's leadership among female faculty at a research university in the USA. *Global Health, Epidemiology and Genomics*, *4*, e6. https://doi.org/10.1017/gheg.2019.5

Fatima, T., Bilal, A. R., & Imran, M. K. (2019). Workplace ostracism and employee reactions among university teachers in Pakistan. *Qualitative Report*, *24*(11), 2759–2777. https://doi.org/10.46743/2160-3715/2019.4002

Fatima, T., Bilal, A. R., Imran, M. K., & Sarwar, A. (2021). Manifestations of workplace ostracism: an insight into academics' psychological well-being. *South Asian Journal of Business Studies*, *12*(1), 79–103. https://doi.org/10.1108/SAJBS-03-2019-0053

Fernando, D., & Prasad, A. (2019). Sex-based harassment and organizational silencing: How women are led to reluctant acquiescence in academia. *Human Relations*, *72*(10), 1565–1594. https://doi.org/10.1177/0018726718809164

Ferrari, J. R., Cowman, S. E., Milner, L. A., Gutierrez, R. E., & Drake, P. A. (2009). Impact of school sense of community within a faith-based university: Administrative and academic staff perceptions on institutional mission and values. *Social Psychology of Education*, *12*(4), 515–528. https://doi.org/10.1007/S11218-009-9093-3/METRICS

Fila, M. J. (2017). *The Job Demands, Control, Support Model: Where Are We Now?*

Fogg, P. (2008). Academic Bullies. *Chronicle of Higher Education*, *55*(3).

Gelsema, T. I., Van Der Doef, M., Maes, S., Akerboom, S., & Verhoeven, C. (2005). Job stress in the nursing profession: The influence of organizational and environmental conditions and job characteristics. *International Journal of*

Stress Management, *12*(3), 222–240. https://doi.org/10.1037/1072-5245.12.3.222

Goodboy, A. K., Martin, M. M., Mills, C. B., & Clark-Gordon, C. V. (2022). Workplace Bullying in Academia: A Conditional Process Model. *Management Communication Quarterly*, *36*(4), 664–687. https://doi.org/10.1177/08933189221103625

Gosse, C., Veletsianos, G., Hodson, J., Houlden, S., Dousay, T. A., Lowenthal, P. R., & Hall, N. (2021). The hidden costs of connectivity: nature and effects of scholars' online harassment. *Learning, Media and Technology*, *46*(3), 264–280. https://doi.org/10.1080/17439884.2021.1878218

Hansson, J., Hurtig, A. K., Lauritz, L. E., & Padyab, M. (2017). Swedish Police Officers' Job Strain, Work-Related Social Support and General Mental Health. *Journal of Police and Criminal Psychology*, *32*(2), 128–137. https://doi.org/10.1007/S11896-016-9202-0

Harvey, J. H., Alt, R. M., & Hewstone, M. (1989). Causal Attribution: From Cognitive Processes to Collective Beliefs. *Contemporary Sociology*, *20*(3), 476. https://doi.org/10.2307/2073774

HATLEY, L. D., & BOWMAN, R. L. (1995). Faculty-Student Relationships: The Dual Role Controversy. *Counselor Education and Supervision*, *34*(3), 232–242. https://doi.org/10.1002/J.1556-6978.1995.TB00245.X

He, Y., Walker, J. M., Payne, S. C., & Miner, K. N. (2021). Explaining the negative impact of workplace incivility on work and non-work outcomes: The roles of negative rumination and organizational support. *Stress and Health*, *37*(2), 297–309. https://doi.org/10.1002/smi.2988

Henning, M. A., Zhou, C., Adams, P., Moir, F., Hobson, J., Hallett, C., & Webster, C. S. (2017). Workplace harassment among staff in higher education: a systematic review. *Asia Pacific Education Review*, *18*(4), 521–539. https://doi.org/10.1007/S12564-017-9499-0

Higgins, P. (2023). "I don't even recognize myself anymore": An autoethnography of workplace bullying in higher education, 175774382311630. https://doi.org/10.1177/17577438231163041

Hodgins, M., MacCurtain, S., & Mannix-McNamara, P. (2020). Power and inaction: why organizations fail to address workplace bullying. *International Journal of Workplace Health Management*, *13*(3), 265–290. https://doi.org/10.1108/IJWHM-10-2019-0125/FULL/PDF

Hodgins, M., & McNamara, P. M. (2019). An Enlightened Environment? Workplace Bullying and Incivility in Irish Higher Education. *SAGE Open*, *9*(4). https://doi.org/10.1177/2158244019894278

Hollis, L. P. (2015). Bully University? The Cost of Workplace Bullying and Employee Disengagement in American Higher Education, *5*(2). https://doi.org/10.1177/2158244015589997

Hudson, R. (2016). Dominated by Economics? Evidence of Changing Drivers of Internationalization and Its Funding Within Higher Education Institutions in Europe. *Higher Education Policy*, *29*(1), 1–19. https://doi.org/10.1057/HEP.2015.4

Irwin, A., & Cederblad, A. M. H. (2019). Faculty experience of rudeness in Scottish higher education: dealing with rudeness from students and colleagues. *Journal of Further and Higher Education*, *43*(5), 658–673. https://doi.org/10.1080/0309877X.2017.1394987

Johnson, J. V., & Hall, E. M. (1988). Job strain, work place social support, and cardiovascular disease: a cross-sectional study of a random sample of the Swedish working population. *American Journal of Public Health*, *78*(10), 1336. https://doi.org/10.2105/AJPH.78.10.1336

Joshi, J. P., Paramasivan, L., Wahid, N. A., & Somu, H. (2020). *Determinants of Work Stress for Construction Industry Employees in Malaysia*. https://doi.org/10.2991/AEBMR.K.200514.021

Karasek, R., & Theorell, T. (1990). *Healthy work : stress, productivity, and the reconstruction of working life*. 381.

Koon, V. Y., & Pun, P. Y. (2018). The Mediating Role of Emotional Exhaustion and Job Satisfaction on the Relationship Between Job Demands and Instigated Workplace Incivility. *Journal of Applied Behavioral Science*, *54*(2), 187–207. https://doi.org/10.1177/0021886317749163

Krishna, A., & Soumyaja, D. (2020). Playing safe games – thematic analysis of victims' perspectives on gendered bullying in academia. *Journal of Aggression, Conflict and Peace Research*, *12*(4), 197–208. https://doi.org/10.1108/JACPR-03-2020-0478

Krishna, A., & Soumyaja, D. (2022). Exploring the Escalation Process of Academic Bullying: A Qualitative Study. *Journal of Higher Education Theory and Practice*, *22*(11), 79–88. https://doi.org/10.33423/jhetp.v22i11.5414

Krishna, A., Soumyaja, D., & Sowmya, C. S. (2023). Workplace bullying and diffident silence: a moderated mediation model of shame and core self-evaluation. *International Journal of Conflict Management*. https://doi.org/10.1108/IJCMA-04-2022-0075

Lampman, C., Crew, E. C., Lowery, S. D., & Tompkins, K. (2016a). Women Faculty Distressed: Descriptions and Consequences of Academic Contrapower Harassment. *NASPA Journal About Women in Higher Education*, *9*(2), 169–189. https://doi.org/10.1080/19407882.2016.1199385

Lampman, C., Crew, E. C., Lowery, S. D., & Tompkins, K. (2016b). Women faculty distressed: Descriptions and consequences of academic contrapower harassment. *NASPA Journal About Women in Higher Education*, *9*(2), 169–189. https://doi.org/10.1080/19407882.2016.1199385

Lane, S. R., McClendon, J., Osborne-Leute, V., & Baxter, K. (2020). Interprofessional perspectives on faculty-to-faculty incivility from nursing and

social work. *Journal of Interprofessional Care*, *00*(00), 1–10. https://doi.org/10.1080/13561820.2020.1787359

Lecca, L. I., Campagna, M., Portoghese, I., Galletta, M., Mucci, N., Meloni, M., & Cocco, P. (2018). Work Related Stress, Well-Being and Cardiovascular Risk among Flight Logistic Workers: An Observational Study. *International Journal of Environmental Research and Public Health*, *15*(9). https://doi.org/10.3390/IJERPH15091952

Lemon, K., & Barnes, K. (2021). Workplace Bullying Among Higher Education Faculty: A Review of the Theoretical and Empirical Literature. *Journal of Higher Education Theory and Practice*, *21*(9), 203–216. https://doi.org/10.33423/JHETP.V21I9.4601

Levia, & Kaur, G. (2023). Targets' Coping Responses to Workplace Bullying with Moderating Role of Perceived Organizational Tolerance: A Two-Phased Study of Faculty in Higher Education Institutions. *International Journal of Environmental Research and Public Health*, *20*(2). https://doi.org/10.3390/ijerph20021083

Lewis, D. (2003). Voices in the social construction of bullying at work: exploring multiple realities in further and higher education. *International Journal of Management and Decision Making*, *4*(1), 65–81. https://doi.org/10.1504/IJMDM.2003.002489

Lund, E. M., & Ross, S. W. (2017). Bullying Perpetration, Victimization, and Demographic Differences in College Students: A Review of the Literature. *Trauma, Violence & Abuse*, *18*(3), 348–360. https://doi.org/10.1177/1524838015620818

Ma, Z., Kim, H. J., & Shin, K. H. (2019). From Customer-Related Social Stressors to Emotional Exhaustion: An Application of the Demands–Control Model, *43*(7), 1068–1091. https://doi.org/10.1177/1096348019849667

Malik, O. F., & Pichler, S. (2022). Linking Perceived Organizational Politics to Workplace Cyberbullying Perpetration: The Role of Anger and Fear. *Journal of Business Ethics*, *0123456789*. https://doi.org/10.1007/s10551-022-05234-7

Martin, J. T., Asimakopoulos, D., Hornung, A. L., Toro, S. J., Le Maitre, C. L., Chahine, N. O., Fields, A. J., Gawri, R., Giers, M. B., Smith, L. J., Tang, S. Y., Zehra, U., Haglund, L., & Samartzis, D. (2023). Bullying, harassment, and discrimination of musculoskeletal researchers and the impact of the COVID-19 pandemic: an international study. *European Spine Journal*, *0123456789*. https://doi.org/10.1007/s00586-023-07684-7

May, A., & Tenzek, K. E. (2018). Bullying in the academy: understanding the student bully and the targeted 'stupid, fat, mother fucker' professor. *Teaching in Higher Education*, *23*(3), 275–290. https://doi.org/10.1080/13562517.2017.1379482

McLinden, M., Grove, M., Green, J. R., & Birch, A. (2019). *Developing and embedding inclusive policy and practice within higher education institutions*.

Meriläinen, M., Käyhkö, K., Kõiv, K., & Sinkkonen, H. M. (2019). Academic bullying among faculty personnel in Estonia and Finland. *Journal of Higher Education Policy and Management*, *41*(3), 241–261. https://doi.org/10.1080/1360080X.2019.1591678

Meriläinen, M., & Kõiv, K. (2019). Theoretical Dimensions of Bullying and Inappropriate Behaviour among Faculty Members. *Scandinavian Journal of Educational Research*, *63*(3), 378–392. https://doi.org/10.1080/00313831.2017.1376349

Meriläinen, M., Kõiv, K., & Honkanen, A. (2019). Bullying effects on performance and engagement among academics. *Employee Relations*, *41*(6), 1205–1223. https://doi.org/10.1108/ER-11-2017-0264

Meriläinen, M., Sinkkonen, H. M., Puhakka, H., & Käyhko, K. (2016). Bullying and inappropriate behaviour among faculty personnel. *Policy Futures in Education*, *14*(6), 617–634. https://doi.org/10.1177/1478210316639417

Miller, G., Miller, V., Marchel, C., Moro, R., Kaplan, B., Clark, C., & Musilli, S. (2019). Academic Violence/Bullying: Application of Bandura's Eight Moral Disengagement Strategies to Higher Education. *Employee Responsibilities and Rights Journal*, *31*(1), 47–59. https://doi.org/10.1007/s10672-018-9327-7

Minnotte, K. L., & Pedersen, D. E. (2023). Sexual Harassment, Sexual Harassment Climate, and the Well-Being of STEM Faculty Members. *Innovative Higher Education*. https://doi.org/10.1007/s10755-023-09645-w

Miyamoto, Y. (2017). Culture and social class. *Current Opinion in Psychology*, *18*, 67–72. https://doi.org/10.1016/J.COPSYC.2017.07.042

Morse, J. M. (1999). Qualitative Generalizability, *9*(1), 5–6. https://doi.org/10.1177/104973299129121622

Mousa, M., & Abdelgaffar, H. A. A. (2022). Coping with sexual harassment in the Egyptian context: a study on female academics. *Equality, Diversity and Inclusion*, *41*(6), 907–926. https://doi.org/10.1108/EDI-10-2021-0281

Moutier, C., Wingard, D., Gudea, M., Jeste, D., Goodman, S., & Reznik, V. (2016). The Culture of Academic Medicine: Faculty Behaviors Impacting the Learning Environment. *Academic Psychiatry*, *40*(6), 912–918. https://doi.org/10.1007/s40596-016-0582-3

Muhonen, T. (2016). Exploring gender harassment among university teachers and researchers. *Journal of Applied Research in Higher Education*, *8*(1), 131–142. https://doi.org/10.1108/JARHE-04-2015-0026

Napier, J., & Clinch, M. (2019). Job strain and retirement decisions in UK general practice. *Occupational Medicine (Oxford, England)*, *69*(5), 336–341. https://doi.org/10.1093/OCCMED/KQZ075

Nielsen, M. B., & Einarsen, S. (2012). Outcomes of exposure to workplace bullying: A meta-analytic review. *Work & Stress*, *26*(4), 309–332. https://doi.org/10.1080/02678373.2012.734709

Nielsen, M. B., & Einarsen, S. V. (2018). What we know, what we do not know, and what we should and could have known about workplace bullying: An overview of the literature and agenda for future research. *Aggression and Violent Behavior*, *42*, 71–83. https://doi.org/10.1016/J.AVB.2018.06.007

Oksanen, A., Celuch, M., Latikka, R., Oksa, R., & Savela, N. (2022). Hate and harassment in academia: the rising concern of the online environment. *Higher Education*, *84*(3), 541–567. https://doi.org/10.1007/s10734-021-00787-4

Pascual, E., Perez-Jover, V., Mirambell, E., Ivañez, G., & Terol, M. C. (2003). Job conditions, coping and wellness/health outcomes in Spanish secondary school teachers. *Psychology and Health*, *18*(4), 511–521. https://doi.org/10.1080/0887044031000147238

Peters, A. B. (2014). Faculty to faculty incivility: Experiences of novice nurse faculty in academia. *Journal of Professional Nursing*, *30*(3), 213–227. https://doi.org/10.1016/j.profnurs.2013.09.007

Peters, A. B., & King, L. (2017). Barriers to Civil Academic Work Environments: Experiences of Academic Faculty Leaders. *Nurse Educator*, *42*(1), 38–41. https://doi.org/10.1097/NNE.0000000000000300

Prevost, C., & Hunt, E. (2018). Bullying and Mobbing in Academe:A Literature Review. *European Scientific Journal, ESJ*, *14*(8), 1–1. https://doi.org/10.19044/ESJ.2018.V14N8P1

Rivera-Torres, P., Araque-Padilla, R. A., & Montero-Simó, M. J. (2013). Job stress across gender: The importance of emotional and intellectual demands and social support in women. *International Journal of Environmental Research and Public Health*, *10*(1), 375–389. https://doi.org/10.3390/IJERPH10010375

Sabini, J., Garvey, B., & Hall, A. L. (2001). Shame and Embarrassment Revisited, *27*(1), 104–117. https://doi.org/10.1177/0146167201271009

Salin, D., & Hoel, H. (2020). Organizational Risk Factors of Workplace Bullying. *Bullying and Harassment in the Workplace*, 305–329. https://doi.org/10.1201/9780429462528-11

Sariçam, H. (2016). The mediator role of social safeness and pleasure in relation between mobbing and meaning of work in academicians. *Egitim ve Bilim*, *41*(184), 349–361. https://doi.org/10.15390/EB.2016.6201

Şenol, V., Avsar, E., Akca, R. P., Argun, M., Avsarogullari, L., & Kelestimur, F. (2015). Assessment of mobbing behaviors exposed by the academic personnel working in a University, in Turkey. *African Journal of Psychiatry (South Africa)*, *18*(1), 1–10. https://doi.org/10.4172/Psychiatry.1000212

Settles, I. H., Jones, M. K., Buchanan, N. C. T., & Brassel, S. T. (2022). Epistemic Exclusion of Women Faculty and Faculty of Color: Understanding Scholar(ly) Devaluation as a Predictor of Turnover Intentions. *Journal of Higher Education*, *93*(1), 31–55. https://doi.org/10.1080/00221546.2021.1914494

Smith, P. K. (2016). Bullying: Definition, Types, Causes, Consequences and Intervention. *Social and Personality Psychology Compass*, *10*(9), 519–532. https://doi.org/10.1111/SPC3.12266

Smith, P. K., Kwak, K., & Toda, Y. (2018). *School Bullying in Different Cultures: Eastern and Western Perspectives*.

Taylor, E. A., Smith, A. B., Welch, N. M., & Hardin, R. (2018). "You should be flattered!": Female sport management faculty experiences of sexual harassment and sexism. *Women in Sport and Physical Activity Journal*, *26*(1), 43–53. https://doi.org/10.1123/wspaj.2017-0038

Tenbrunsel, A. E., Rees, M. R., & Diekmann, K. A. (2019). Sexual Harassment in Academia: Ethical Climates and Bounded Ethicality. *Annual Review of Psychology*, *70*, 245–270. https://doi.org/10.1146/ANNUREV-PSYCH-010418-102945

Tranfield, D., Denyer, D., & Smart, P. (2003). Towards a Methodology for Developing Evidence-Informed Management Knowledge by Means of Systematic Review. *British Journal of Management*, *14*(3), 207–222. https://doi.org/10.1111/1467-8551.00375

Useche, S. A., Cendales, B., Montoro, L., & Esteban, C. (2018). Work stress and health problems of professional drivers: A hazardous formula for their safety outcomes. *PeerJ*, *2018*(12). https://doi.org/10.7717/PEERJ.6249/

Van Der Doef, M., & Maes, S. (1999). The Job Demand-Control (-Support) Model and psychological well-being: A review of 20 years of empirical research. *Work & Stress*, *13*(2), 87–114. https://doi.org/10.1080/026783799296084

Verhoeven, C., Maes, S., Kraaij, V., & Joekes, K. (2003). The job demand-control-social support model and wellness/health outcomes: A European study. *Psychology and Health*, *18*(4), 421–440. https://doi.org/10.1080/0887044031000147175

Vinicius, I., & Valentim, L. (2018). Between Academic Pimping and Moral Harassment in Higher Education: an Autoethnography in a Brazilian Public University. *J Acad Ethics*, *16*, 151–171. https://doi.org/10.1007/s10805-018-9300-y

Walker, J. (2018). *WORKPLACE BULLYING AND SEXUAL HARASSMENT: A THEORETICAL STUDY ON WORKPLACE BULLYING AND SEXUAL HARASSMENT AMONGST FIRST RESPONDERS*. https://doi.org/10.13140/RG.2.2.29828.14723

Weiss, H., & Cropanzano, R. (1996). *Affective Events Theory: A theoretical discussion of the structure, causes and consequences of affective experiences at work*.

White, S. J. (2013). Student nurses harassing academics. *Nurse Education Today*, *33*(1), 41–45. https://doi.org/10.1016/j.nedt.2011.11.004

Williams, B., King, C., Boyle, M., Clegg, L., Devenish, S., Kamphuis, C., King, J., & Reid, D. (2022). Contrapower harassment in paramedicine: Experiences of

academic staff in Australian universities. *Australasian Journal of Paramedicine*, *19*(2), 1–15. https://doi.org/10.33151/AJP.19.1006

Wunnenberg, M. (2020). Psychosocial Bullying Among Nurse Educators: Exploring Coping Strategies and Intent to Leave. *Journal of Nursing Scholarship*, *52*(5), 574–582. https://doi.org/10.1111/jnu.12581

Xiao, S. (2010). *The Job Demand-Control-Support Model: A Review of Empirical Research*.

Xie, Y., Hample, D., & Wang, X. (2015). A Cross-Cultural Analysis of Argument Predispositions in China: Argumentativeness, Verbal Aggressiveness, Argument Frames, and Personalization of Conflict. *Argumentation*, *29*(3), 265–284. https://doi.org/10.1007/S10503-015-9352-8

Yildirim, D., Yildirim, A., & Timucin, A. (2007). Mobbing Behaviors Encountered By Nurse Teaching Staff, *14*(4), 447–463. https://doi.org/10.1177/0969733007077879

Zhou, Y., Mistry, T. G., Kim, W. G., & Cobanoglu, C. (2021). Workplace mistreatment in the hospitality and tourism industry: A systematic literature review and future research suggestions. *Journal of Hospitality and Tourism Management*, *49*, 309–320. https://doi.org/10.1016/J.JHTM.2021.09.024

Zimmerman, C. A., Carter-Sowell, A. R., & Xu, X. (2016). Examining workplace ostracism experiences in academia: Understanding how differences in the faculty ranks influence inclusive climates on campus. *Frontiers in Psychology*, *7*(MAY). https://doi.org/10.3389/fpsyg.2016.00753