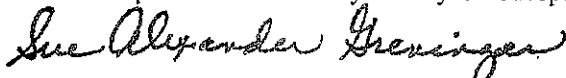


DOCUMENTS OF THE GENERAL FACULTY

ANNUAL REPORT OF THE UNIVERSITY FACULTY OMBUDSPERSON FOR 2009-2010

The annual report of the University Faculty Ombudsperson for 2009-10 is reproduced below.



Sue Alexander Greninger, Secretary
The Faculty Council

ANNUAL REPORT OF THE UNIVERSITY FACULTY OMBUDSPERSON FOR 2009-2010

During the academic year 2009-10, fifty-eight lecturers, tenure-track, and tenured faculty from twelve different Colleges or Schools contacted the Faculty Ombuds to seek help or advice on concerns involving the tenure process, denial of promotion and tenure, salary/gender equity, professional conflicts, post tenure review concerns, or concerns regarding appropriate procedures being followed. Of these, counseling or mediation for about one-fourth continued for at least two semesters. The vast majority of the cases were resolved through mediation, informational counseling, and coaching, although some are still in mediation. One case was referred to the Faculty Grievance Committee. An additional seven contacts requested information only or referral to the appropriate office and no further action was needed.

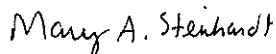
The mediations performed involved meetings with five different Deans/Associate Deans, eight different Departmental Chairs, the Chair of the Faculty Grievance Committee, and several staff of the Legal Affairs Office. Ombudsperson-related activities averaged 7-10 hours a week during the fall and spring semesters, and 4-5 hours a week during the summer.

In addition to the activities noted above, Ombuds-related work included a meeting with Executive Vice-President and Provost Steven Leslie and Vice Provost Judith Langlois once a semester and during the summer, a few presentations on campus regarding the purpose of the University Faculty Ombuds office, a meeting with the Ombuds of Texas every four months, enhancing the Faculty Ombuds website, and consultations with other Universities regarding their current or planned Ombuds office.

Beginning with the 2010-11 academic year, the University Faculty Ombuds office will also officially see visitors holding postdoctoral fellowship appointments. Administratively, the Faculty Ombuds will report directly to the Vice-President for Research with respect to postdoctoral fellows.

Thank you for the opportunity to serve.

Submitted by Mary Steinhardt, Faculty Ombuds for the October 25, 2010 Faculty Council Meeting.



Mary A. Steinhardt, EdD, LPC
Professor