

DOCUMENTS OF THE GENERAL FACULTY

**ANNUAL REPORT OF THE UNIVERSITY FACULTY OMBUDSPERSON FOR
2013-2014**

The annual report of the University Faculty Ombudsperson for 2013-14 is reproduced below.



Dean Neikirk, Secretary
General Faculty and Faculty Council

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The Office of the University Faculty Ombudsperson (ombuds) provides faculty and postdoctoral fellows (postdocs) with a prompt and professional way to resolve conflicts, disputes, or complaints beyond turning to their supervisors. The office offers a confidential place to voice concerns, clarify desired outcomes, think through difficult situations, develop options, and problem-solve. Administratively, the ombuds reports to the Senior Vice Provost for Faculty Affairs and to the Provost with respect to faculty and to the Vice President for Research with respect to postdocs. Beginning with the 2014-2015 academic year, the staff ombuds will be available to assist those with postdoc appointments.

During the academic year 2013-2014, 127 visitors (122 faculty; 5 postdoctoral fellows) from 13 different colleges or schools contacted the faculty ombuds to seek help or advice on concerns involving the tenure process, denial of promotion and tenure, comprehensive periodic review, salary/gender equity, professional conflicts, concerns regarding appropriate procedures being followed, and help having a difficult conversation. Informal mediation involved assistance from an Associate Vice President, 9 Deans/Associate Deans, 17 Departmental Chairs/Directors, and staff from the Office of Legal Affairs and the Office of Institutional Equity. The office has seen an increase in the number of visitors from approximately 40 per year when the office first opened in 2004 to the current number.

The majority of cases were resolved through informational mediation, counseling, and coaching, although several are still in process. An additional 12 contacts requested information only or referral to the appropriate office and no further action was needed. Ombuds-related activities averaged approximately 10 to 15 hours a week.

In addition to the above report, outreach activities included several presentations on campus regarding the purpose of the Office of the University Faculty Ombuds, brown bag seminars for postdocs, and regular meetings with the University staff ombuds and student ombuds.

Thank you for the opportunity to serve.

Submitted by Mary Steinhardt, University faculty ombuds for the November 17, 2014, Faculty Council meeting.



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