

2001-2002 Ombudsperson Report

Farrell Webb gave a summary report for the period July 1, 2001 through today regarding his ombudsperson activities. He had 46 contacts from individuals and 59% went to active status. Of those, 56% were women and 44% were from men. He addressed issues from all areas of the university, including the administration. Of all cases, very few resulted in actual grievances. About 13% were resolved within hours; 17% in less than a week, 57% took a few weeks, 13% took several months to resolve.

The issues addressed (do not add to 100% because of multiple issues per case):

- 4% involved micromanagement
- 14% involved promotion/tenure
- 11% privacy
- 22% workplace climate
- 26% workload
- 4% sexual orientation
- 14% direct discrimination

Aruna Michie reported that she had 34 calls or contacts recorded and 22 (14 were from women) of those became active cases, with one becoming a full grievance. Time spent on each case varied substantially from an hour to many months. Issues addressed included tenure/promotion, evaluation, climate/working conditions, workload, salaries, dismissal, and health-related issues. She had a few cases that were group complaints. Her cases covered six colleges and non-academic units. It was clear to her that there are gaps in the University Handbook policies covering unclassified professionals.