

Brief Report to KSU Faculty Senate

**Ombudsperson Activities
June 1, 2008 – May 31, 2009**

Submitted by:

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The confidential nature of the ombudsperson relationship requires that the identity of the client be protected. There is no specific information about any individual or their status. All conversations, actions, and outcomes are privileged information and appear as aggregate data.

This report represents the activities of the KSU ombudspersons from June 1, 2008 to May 31, 2009. We have chosen to combine the activities of the three ombudspersons in order to provide a complete picture of activity while protecting the confidentiality of all parties. The confidential nature of the ombudsperson relationship requires that the identity of the client be protected. There is no specific information about any individual or their status. All conversations, actions, and outcomes are privileged information and appear as aggregate data.

Summary:

We saw 32 cases for 154.5 hours:

Ombudsperson	# Cases	%	Hours	%
MD	6	19	27	17
CC	6	19	65.5	42
WW	20	62	62	40
Total	32	100	154.5	100

Of the 32 cases:

Men	23 (72%)	Graduate Students	0
Women	9 (28%)	Unclassified Professionals	10 (31%)
Minorities	3 (09%)	Faculty (Tenured/Tenure Track)	<u>22</u> (69%)
Groups	0	Total	32

Nature of complaints (34 complaints in 7 categories):

Workplace Climate	14 (44%)	Performance Evaluation	5 (16%)
Promotion/Tenure	4 (12%)	Work Load	0 (0%)
Compensation	3 (9%)	Appointment	0 (0%)
Contract/Termination	3 (9%)	Inquiry	3 (9%)
Discrimination	0 (0%)	Other	2 (6%)
Sexual Harassment	0 (0%)		

Several cases were referred to Rusty Andrews, Human Systems Consultant, and several to mediation. Cases came from six colleges and four administrative units.

Table 1. Caseload Activity by Issue, Time, and Resolution

Case	Issue	Time (Hours)	Resolution			
			Grievance	Pending	Resolved	Unknown
1	Compensation	17			X	
2	Compensation	2			X	
3	Compensation	1			X	
4	Workplace Climate	6.5			X	
5	Workplace Climate	3		X		
6	Workplace Climate	8.5		X		
7	Workplace Climate	11.5		X		
8	Workplace Climate	19				X
9	Workplace Climate/Promotion/Tenure	12.5			X	
10	Workplace Climate	2			X	
11	Workplace Climate	2		X		
12	Workplace Climate	1				X
13	Workplace Climate	3		X		
14	Workplace Climate/Performance Evaluation	1			X	
15	Workplace Climate	3			X	
16	Workplace Climate	1			X	
17	Workplace Climate	3			X	
18	Performance Evaluation	4				X
19	Performance Evaluation	5				X
20	Performance Evaluation	3				X
21	Performance Evaluation	7	X			
22	Promotion/Tenure	1			X	
23	Promotion/Tenure	6			X	
24	Promotion/Tenure	5.5			X	
25	Inquiry	2		X		
26	Inquiry	3			X	
27	Inquiry	3			X	
28	Contract/Termination	6			X	
29	Contract/Termination	4		X		
30	Contract	5			X	
31	Other	1				X
32	Other	2				X
Total Cases		154.5	1 (3%)	7 (22%)	17 (53%)	7 (22%)