

**KANSAS STATE UNIVERSITY**  
**Dispute Resolution Report - Mediation Services**  
**July 31, 2015 – July 31, 2016**

### Overview

There were five inquiries/requests for mediation services: one resulted in a mediated agreement, two had employees terminated before mediation occurred, one was referred back to Ombudspersons, and one was referred back to the Office of Institutional Equity.

In June I visited with the Directors of Human Capital Services and Employee Relations to review how mediators were vetted, how the billing works for mediation, and made suggestions about expanding the continuum of dispute resolution services at K-State.

### Inquiries/Requests for Mediation

<b>Date</b>	<b>Nature</b>	<b>Referral</b>	<b>Status</b>
Jan. 22, 2016	Dispute between a unit and Dept. Head. Issues of unit "fit" with department; inquiry about options going forward.	Unit Leader	Reviewed potential sources for assistance – recommended meeting w/ Ombudsman and meeting w/college associate dean. Environment improved – holding off further action.
Aug. 17, 2015	Project Manager and Program Director dispute about roles and responsibilities, & Q's about intellectual property. Other issues = lack of respect and poor communication.	Project Manager	Set to mediate, one party withdrew. Employee termination resulted.
Oct. 12, 2015	Director of Research and unclassified staff dispute. Had previous grievances filed on case regarding age discrimination & hostile work environment (investigated, but considered false on both accounts).	Dept. Head	Mediated - Closed w/Agreement
Oct. 27, 2015	PhD student dispute regarding terminated assistantship. Issues involved discrimination and need for justice.	Ombuds-person	Referred to Office of Institutional Equity; set up meeting, could not confirm with student.
March 15,	Dispute between a district director and an area director, with local	Kansas Ag Mediation	While setting up mediation, the honest disclosure of all relevant information

2016	board getting involved. Issues had to do with job roles and responsibilities, feelings of retaliation and hostile work environment.		in the agreement to mediate was flagged by one of the parties stating they could not do that and protect certain confidentialities, so withdrew from the process. District director was later terminated.
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