

**ATTACHMENT 3**  
**KANSAS STATE UNIVERSITY**  
**Dispute Resolution Report - Mediation Services**  
**July 31, 2013 – July 31, 2014**

**Overview**

There were three inquiries/requests for mediation services: two resulted in mediated agreements (one between two faculty members and one between an employee and department head). The third inquiry resulted in helping a unit director put together a plan to utilize various dispute resolution resources to address the differences between assistant directors and staff in a university program.

In addition, I followed up on two previous inquiries to ascertain whether any additional assistance was needed. None reported, and past conflict situations had improved. One inquiry asked for the mediation coordinator to assist a staff member with dispute resolution skills/strategies – after consulting with academic personnel the coordinator declined so as not to blur roles.

**Inquiries/Requests for Mediation**

<b>Date</b>	<b>Nature</b>	<b>Referral</b>	<b>Status</b>
August 27, 2013	Differences primarily between two faculty members – researcher roles and performance, difficult behavior	Academic Personnel/ Dept. Head	Mediated - Closed
November 26, 2013	Employee wanted to meet with Dept. Head to (a) understand the why behind a notice for non-reappointment, (b) develop strategies for transition period, and (c) get clarification of duties in new job description.	Ombudsperson	Mediated - Closed
December 2, 2013	Disharmonious workplace relations, lack of good citizenship, bullying in a unit	Academic Personnel	Plan developed to address issues utilizing various K-State dispute resolution resources

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