

Attachment 1

Ombudsperson Report 2014-2015

To: Fred Guzek, Faculty Senate President

From: University Ombudspersons
Christy Craft
Rebecca Gould
Scott Jones

Re: 2014-2015 Annual Report

This report represents the activities of the K-State Ombudspersons from July 1, 2014 to June 30, 2015. The activities of the ombudspersons have been combined to provide an aggregate view of our work, to protect confidentiality and to maintain the anonymity of those with whom we work. All conversations, actions, and outcomes are privileged information. No specific information about any individual(s) or their status is provided.

There were 69 consultees who visited an ombuds within the 2014-2015 timeframe. Ombuds spent 121.25 hours providing consultative services. A summary of consultees who sought assistance is provided below. Consultees tended to be self-referrals or found us via colleagues.

Ombudspersons*	#Consultees	Hours
All	69	121.25

*Hours do not reflect time spent researching, consulting with others across campus and finding options.

Demographics of Consultees

Demographics*	Women	Men	Faculty	Unclassified	Other	Minorities
Consultees	31	26	47	20	2(GTA)	10

*Do to unforeseen circumstances some demographic data were not collected.

The Nature of Complaints*

Complaints	Number	Complaints	Number
Compensation	0	Promotion/tenure	5
Disciplinary action	1	Supervisor/employee relations	14
Discrimination/harassment	3	Termination	26
Employment (job description/duties duties/staffing/hiring)	2	Working conditions/climate	18
Health concerns	1	Work load/work schedule	3
Performance evaluation	6	Policy	2
Personality conflicts	7	Other (Safety concerns)	3

*Multiple issues are reported per some consultees

Performance evaluation remains an area where ombuds believe more training is needed. Issues surrounding performance evaluation also are reflected in promotion and tenure, working conditions and climate and termination, to name a few. The ombuds recommend performance evaluation training for K-State supervisors.