

KANSAS STATE UNIVERSITY
Dispute Resolution Report - Mediation Services
July 31, 2014 – July 31, 2015

Overview

There were five inquiries/requests for mediation services: three resulted in full or partial mediated agreements, and one resulted in a temporary agreement with different views on compliance, with one party willing to pursue alternative avenues for resolution. The fifth inquiry resulted in referring the matter to facilitation (Institute for Civic Discourse & Democracy).

In addition, contact was made with the new Director of Employee Relations (Human Capital Services) to review the program, update the web site, and brainstorm ways to better to serve in the resolution of disputes at Kansas State University.

Inquiries/Requests for Mediation

Date	Nature	Referral	Status
Sept. 19, 2014	Dispute regarding differences in leadership and communication styles.	Ombudsperson	Mediated – Closed w/Agreement
Jan. 27, 2015	Dispute involving miscommunication and expectations of performance	Academic Personnel	Mediated - Closed w/Agreement
Jan. 30, 2015	Dispute regarding disharmonious workplace relations, lack of good citizenship, bullying.	Academic Personnel	Mediated – Reached temporary agreement; School Director wanted 2 nd session, Full Professor declined. School Dir. willing to take to the next level.
Feb. 16, 2015	Dispute regarding a professional relationship that had become strained.	First contacted directly by faculty member; Ombudsperson recommended mediation to Dean	Mediated – partial agreements put in place and scheduled a 2 nd session, which the parties said they no longer needed.

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