

Attachment 1

September 1, 2016

To: Andy Bennett, Faculty Senate President

From: University Ombudspersons
Christy Craft
Rebecca Gould
Scott Jones

Re: 2015-2016 Annual Reports

This report represents the activities of the K-State Ombudspersons from July 1, 2015 to June 30, 2016. 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 62 consultees who visited an ombuds within the 2015-2016 timeframe. Ombuds spent 84 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	62	84

*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	26	36	44	6	1 (GTA)	6

*Some demographic data were not collected.

The Nature of Complaints*

Complaints	Number	Complaints	Number
Compensation	5	Promotion/tenure	4
Disciplinary action	1	Supervisor/employee relations	11
Discrimination/harassment	1	Termination	5
Employment (job description/duties/duties/staffing/hiring)	3	Working conditions/climate	11
Health concerns	1	Work load/work schedule	1
Performance evaluation	3	Policy	4
Personality conflicts	0	Other (Safety concerns)	3

*For some consultees issues were not recorded

The ombudspersons are requesting that the university fund an opportunity for annual training. A professional development opportunity is the Summer Academic Ombuds meeting, which allows ombudspersons to share issues unique to their professional practice. In 2016, the conference was held at the University of Kansas.