

## DOCUMENTS OF THE GENERAL FACULTY

**ANNUAL REPORT OF THE UNIVERSITY FACULTY OMBUDSPERSON FOR 2014-2015**

The annual report of the University Faculty Ombudsperson for 2014-15 is reproduced below.



Hillary Hart, Secretary  
General Faculty and Faculty Council

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The Office of the University Faculty Ombudsperson (ombuds) provides faculty with a prompt and professional way to resolve conflicts, disputes, or complaints beyond turning to their supervisors. The office offers a confidential place to voice concerns, clarify desired outcomes, think through difficult situations, develop options, and problem-solve. Administratively, the ombuds reports to the senior vice provost for faculty affairs and the provost.

During the academic year 2014-15, the faculty ombuds visited with 125 faculty from fourteen different colleges or schools representing forty different departments. Reasons for visiting with the ombuds included to seek help or advice related to promotion and tenure, the comprehensive periodic review, professional conflicts, nonrenewal of appointment, salary/gender equity, concerns regarding appropriate procedures being followed, student-related concerns, and help having a difficult conversation. Informal mediation involved assistance from staff in the Office of Institutional Equity, the Employee Assistance Program, the Office of the Executive Vice President and Provost, and Legal Affairs.

The majority of cases were resolved through informal mediation, counseling, and coaching. Ombuds-related activities averaged approximately ten to fifteen hours a week, including regular meetings with the staff and student ombuds. Outreach activities included participation in several brown bag lunch sessions for faculty focused on promotion and tenure, effective communication, and having a difficult conversation, hosted by the Office of the Executive Vice President and Provost.

Thank you for the opportunity to serve.

Submitted by Mary Steinhardt, University faculty ombuds for the December 7, 2015, Faculty Council meeting.



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