

DOCUMENTS OF THE GENERAL FACULTY

ANNUAL REPORT OF THE UNIVERSITY FACULTY OMBUDSPERSON FOR 2015-2016

The annual report of the University Faculty Ombudsperson for 2015-16 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 2015-2016, the faculty ombuds visited with 115 faculty from 13 different colleges or schools representing 43 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, compensation, concerns regarding appropriate procedures being followed, student-related concerns, and help having a difficult conversation. Informal mediation involved assistance from staff in the Office for Inclusion and Equity, the Employee Assistance Program, the Office of the Executive Vice President and Provost, Legal Affairs, other administrative officials, and faculty colleagues.

The majority of cases were resolved through informal mediation, counseling, and coaching. Ombuds-related activities averaged approximately 10 to 15 hours a week, including regular meetings with the staff and student ombuds. The faculty ombuds also served as chair of the search committee to hire a Student Ombudsperson and Director, Office of the Student Ombuds, and as *ex officio* member of the Council for Racial and Ethnic Equity and Diversity (CREED). 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, faculty ombuds for the September 19, 2016 Faculty Council meeting.



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Distinguished Teaching Professor

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