

Attachment 1

Brief Report to KSU Faculty Senate

**Ombudsperson Activities
June 1, 2007 – May 31, 2008**

Submitted by:

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The confidential nature of the ombudsperson relationship requires that the identity of the client be protected. There is no specific information about any individual or their status. All conversations, actions, and outcomes are privileged information and appear as aggregate data.

This report represents the ombudspersons activities from June 1, 2007 to May 31, 2008. We have chosen to combine the activities of the three ombudspersons in order to provide a complete picture of activity and protect the confidentiality of all parties. The confidential nature of the ombudsperson relationship requires that the identity of the client be protected. There is no specific information about any individual or their status. All conversations, actions, and outcomes are privileged information and appear as aggregate data.

Summary:

We saw 25 cases for 123 hours:

Ombudsperson	# Cases	%	Hours	%
CC	4	16	18	15
WG	4	16	16	13
WW	17	68	89	72
Total	25	100	123	100

Of the 25cases:

Men	9 (36%)	Graduate Students	1 (04%)
Women	16 (64%)	Unclassified Professionals	9 (36%)
Minorities	2 (08%)	Faculty (Tenured/Tenure Track)	<u>15</u> (60%)
Groups	0	Total	25

Nature of complaints (27 complaints in 6 categories):

Workplace Climate	15 (56%)	Performance Evaluation	5 (18%)
Promotion/Tenure	0 (0%)	Work Load	0 (0%)
Compensation	4 (15%)	Appointment	1 (4%)
Contract/Termination	1 (4%)	Inquiry	0 (0%)
Discrimination	0 (0%)	Other	1 (4%)
Sexual Harassment	0 (0%)		

No cases were referred to Rusty Andrews, Human Systems Consultant, or mediation. Cases came from six colleges and four administrative units.

General Observations:

- Resolutions can be extremely time consuming and elusive.
- There is no record of individuals filing complaints leaving the university, though several have stated that they will when they find comparable employment.

Table 1. Caseload Activity by Issue, Time, and Resolution

Case	Issue	Time (Hours)	Resolution			
			Grievance	Pending	Resolved	Unknown
1	Contract	9			X	
2	Workplace Climate	4			X	
3	Workplace Climate	6			X	
4	Workplace Climate	5			X	
5	Workplace Climate	3			X	
6	Workplace Climate	2			X	
7	Workplace Climate	4			X	
8	Workplace Climate	4			X	
9	Workplace Climate	6			X	
10	Workplace Climate	2			X	
11	Workplace Climate	1				X
12	Workplace Climate	2		X		
13	Workplace Climate	2		X		
14	Workplace Climate	1			X	
15	Workplace Climate	7		X		
16	Workplace Climate	1			X	
17	Appointment	3			X	
18	Performance Evaluation	4				X
19	Performance Evaluation	5				X
20	Performance Evaluation/Compensation	20	X			
21	Performance Evaluation	7		X		
22	Performance Evaluation/Climate	14	X			
23	Compensation	2				X
24	Compensation	5			X	
25	Other	4			X	
Total Cases		123	2 (8%)	4 (16%)	15 (60%)	4 (16%)