

**ATTACHMENT 1**  
**2016-2017 Ombudsperson Report**

August 2017

To: Faculty Senate

From: University Ombudspersons  
 Sarah Barrett  
 Christy Craft  
 Andrew Smith

Re: 2016-2017 Annual Reports

This report represents the activities of the K-State Ombudspersons from July 1, 2016 to June 30, 2017. Our activities 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 23 consultees who visited an ombudsperson within the 2016-2017 timeframe. Together, the three of us spent 61.5 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	23	61.5

\*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	17	6	15	8	0	6

\*Some demographic data were not collected.

The Nature of Complaints\*

Complaints	Number	Complaints	Number
Compensation	2	Promotion/tenure	1
Disciplinary action	0	Supervisor/employee relations	6
Discrimination/harassment	3	Termination	2
Employment (job description/duties duties/staffing/hiring)	4	Working conditions/climate	8
Health concerns	2	Work load/work schedule	3
Performance evaluation	5	Policy	1
Personality conflicts	1	Other (Safety concerns)	0

\*For some consultees, there were multiple complaints discussed.

We would like to make the following recommendations based on our work this past year:

1. We strongly encourage a standardized onboarding process after appointment to include information on training, record keeping expectations, and common university processes.
2. We recommend more training on the performance evaluation process.
3. We recommend renewed focus on the University's Principles of Community.
4. We recommend training about microaggressions and bullying – and how to respond to such behavior.

Furthermore, we are considering providing consultees with the opportunity to evaluate our services as ombudspersons.