

University of Colorado at Boulder

FACULTY OMBUDS REPORT: 2006-2007

Faculty Ombuds: Lee Potts and Bob Fink

During the year there were 59 cases (individual and group consultations) involving 107 people. Also, two reports were given to the Retired Faculty Association involving 121 people, and a presentation regarding the Faculty Ombuds Program was made to the CU Faculty Council Personnel Committee (circa 16 people). Information about the Faculty Ombuds Program and conflict resolution in general was presented at the August, 2006 New Faculty Fair to 11 individuals.

The following issues were among those addressed in consultations and facilitated meetings. They are listed in order of frequency followed by the number of individuals who presented each issue:

- Workplace conflicts (49) Including the following issues: Assignments/Schedules; Performance Appraisal; Departmental Climate; Supervisory Effectiveness; Insubordination; Equity of Treatment; Priorities, Values, Beliefs; Respect/Treatment; Trust/Integrity; Communication; Bullying; Diversity-Related; Retaliation.)
- Career Progress (16)
- Policy questions and concerns (12)
- Retirement planning (8)
- Benefits information and concerns (6)
- Organizational problems within departments (5)
- Legal concerns (4)
- Concerns regarding fairness of mid-year salary increase distribution (4)
- Values/ethics (4)
- Safety (2)

The following trends were noted:

- Greater number of complicated workplace conflicts with multiple issues
- More instances of bullying in the workplace

- Growing number of faculty considering retirement