

## FACULTY OMBUDS REPORT: 2007-2008

Faculty Ombuds: Lee Potts and Bob Fink

During the year there were 56 cases (individual and group consultations) involving 89 people. Also, two reports were given to the Retired Faculty Association involving 121 people; information regarding the UCB Ombuds Program was presented to 41 faculty members at a meeting of the UCCS Faculty Assembly; a discussion among eight area human resources leaders on conflict resolution was mediated; a presentation regarding the Faculty Ombuds Program was made to 26 attendees at a BFA Executive Committee meeting; and information about the Faculty Ombuds Program and conflict resolution in general was presented at the 2007 New Faculty Fair to 23 individuals. The total number of individuals engaged through these service/outreach activities during 2007-2008 was 220.

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: 59. Including the following issues: Assignments/Schedules; Performance Appraisal; Compensation; Departmental Climate; Supervisory Effectiveness; Equity of Treatment; Priorities, Values, Beliefs; Respect/Treatment; Communication; Diversity-Related; Disability-Related; Bullying; Trust/Integrity; Insubordination; Discipline; Disruptive Behavior
- Retirement planning: 11
- Policy questions and concerns: 10
- Career Progress: 10
- Benefits information and concerns: 8
- Legal concerns: 4
- Resignation: 2
- Conflict of interest: 2
- Organizational, Strategic, Mission related: 2
- Safety: 1

The following trends were noted:

- Not as many career progress cases as in the past.
- More of the work place conflicts took place in the context of evaluative relationships.