**Spring Semester End Faculty Ombuds Officer Report for 2017**

To: President Walter Wendler

 Faculty Senate President Ambrose

From: Dr. Harry Hueston, Faculty Ombuds Officer

Date: May 17, 2017

This is the quarterly report on the activities of the Faculty Ombuds Officer, pursuant to procedure 32.01.01.W1.6 in the Faculty Handbook.

During the spring semester in 2017 I had a total of eight interactions with three faculty members who sought advice or information. One of these interactions were with a number of faculty members (5 faculty) involving one departmental issue during this time frame.

**These areas as perceived by the faculty were discussed this past semester**

 *Conflict with deans and department heads, Colleges involved:*

Department management issues- College of Education and Social Sciences

 *Conflict with faculty member*

One faculty member had issues against other faculty within a department- Sybil B. Harrington College of Fine Arts and Humanities

**Spring Semester totals in these areas as perceived by the faculty:**

 *Conflict with the provost, deans, and department heads total of: 2*

 *Conflict with faculty members’ total of :1*

During Spring Semester 2017 I have accomplished these actions:

Continued discussing the need to create the process in which students and staff could have their own Ombuds Officer in both areas. Discussions with both the Director of Human Resources and the Vice President of Student Affairs have begun to review a process to create these positions in both areas.

Provided the Faculty Senate with a survey of all of the A&M Universities on the existence of a Faculty Ombuds Officer at each of these campuses and to determine if there was an evaluation form for the Faculty Ombuds Officer at those campuses with an Faculty Ombuds Officer

Attended two dean’s council to explain the need for additional department head training programs

Worked with the Director of Human Resources and the EEOC officer and the Provost to modify another type of training program for department heads

**Future Goals:**

 To work with a subcommittee of the Faculty Senate in creating an evaluation form for the Faculty Ombuds Officer position

 To continue working on a training program for department heads

 To provide additional information to other Provost within the A&M System on how to establish/create a Faculty Ombuds Officer position on their campuses

 To work with the Provost office in creating a flow chart on filing grievances and termination processes

Pursuant to policy 32.01.01 I am submitting this quarterly report to both parties for review