

## **Spring Faculty Ombuds Officer Report for 2014**

To: President J. Patrick O'Brien  
Faculty Senate President Ambrose

From: Dr. Harry Hueston, Faculty Ombuds Officer

Date: May 29, 2014

This is the yearly report on the activities of the Faculty Ombuds Officer, pursuant to policy 32.01.01.

During the spring semester of 2014, I was involved in these types of actions.

### **These areas as perceived by the faculty were discussed during the spring semester**

*Conflict with the president, deans, and department heads*

Termination issues

Promotion and tenure issues

*Conflict with faculty member*

Direction in future actions

*Department head*

Direction in handling faculty member

The total numbers of interactions I have had this spring were five interactions.

### **Spring total in these areas as perceived by the faculty:**

*Conflict with the deans and department heads total of - 3*

*Direction in future actions conflict with a faculty member total of - 1*

*Department head seeking advice in direction in handling a faculty member-1*

During the Spring Semester I accomplished these actions:

I obtain training and certification from the International Ombudsman Association on the Foundations of Organizational Ombudsman

Revised my job functions to comply with I.O.A standards of practice

Redesign part of the Ombuds Officer Webpage

Developed a pamphlet on the duties and responsibilities of the Faculty Ombuds Officer at WT

I made a series of recommendations to both the President and the President of Faculty Senate on revising certain job functions and terms within the office of the Faculty Ombuds Officer. I am waiting to speak to the Faculty Senate on these recommendations in the fall semester.

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

**NOTE – Following the training I have received and my certification in the Ombudsman Organizational Practice, I will be changing future reports to both of you into a format that is compliant with I.O.A. standards. In future reports I will create a report that reflect these criteria:**

Gender

Age

Position in organization faculty member, instructor, department head

Time with the organization

Ethnicity

Department/work unit, college