

Year End Faculty Ombuds Officer Report for 2017

To: President Walter Wendler
Faculty Senate President Ambrose

From: Dr. Harry Hueston, Faculty Ombuds Officer

Date: January 2, 2018

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

During the spring, summer, and fall semester in 2017 I had a total of three interactions with eleven faculty members who sought advice or information.

These areas as perceived by the faculty were discussed these three past semesters (spring, summer, and fall)

Conflict with deans and department heads, Colleges involved:

Pending:

Personnel conflicts – School of Engineering, College of Business, and College of Fine Arts

Pending:

Department management issues- College of Agriculture Science

Dean management issues- College of Education and Social Sciences

Conflict with faculty member

Faculty member complaints against other faculty within a department-
College of Education and Social Sciences

One faculty member had issues against another faculty member within a department – Sybil B. Harrington College of Fine Arts

The total number of interactions I have had this year (spring, summer, and fall semester) 2016 were nine interactions by eleven faculty members.

Yearly total in these areas as perceived by the faculty:

Conflict with the provosts, deans, and department heads total of 1

Conflict with faculty members total of 2

Pending – due to a new ombuds officer taking office on January 1, 2018, there are two pending issues he will be addressing. Both individuals have contacted him in an attempt to resolve these two issues.

During 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 the Director of Human Resources and the Vice President of Student Affairs continue and hopefully these two positions will be resolved in the next year.

Provided the Faculty Senate with a survey of all of the A&M Universities on their existence of a Faculty Ombuds Officer position at each of these campuses.

Provided the Faculty Senate with a survey on any form of Ombuds Officer evaluation for the existing Ombuds Officer.

Attended two dean's council meeting to explain the continuing need for additional department head training.

Worked with the Director of Human Resources and the EEOC officer and the Provost Office to modify another form of training programs for newly appointed department heads

Worked with a committee designated by the Faculty Senate to create an evaluation form for the existing Faculty Ombuds Officer.

Attended new faculty orientation to explain the role and responsibilities of the Faculty Ombuds Officer to all newly appointed faculty members.

Final comments:

I have completed my allotted time as the Faculty Ombuds Officer. I have appreciated this opportunity in working with the President, the Faculty Senate, and all of the faculty members at WTAMU. Thank you for letting me do this job. God Bless – Dr. Harry Hueston

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