

DRAFT -Spring Semester End Faculty Ombuds Officer Report for 2015

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

From: Dr. Harry Hueston, Faculty Ombuds Officer

Date: June 2, 2015

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 2015 I had a total of five interactions with fifteen faculty members who sought advice or information. Three of these interactions were with a number of faculty members (3, 4, or 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 Agriculture Science and Engineering

Conflict with faculty member

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

Management issues between department heads and faculty – College of Agriculture Science and Engineering

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

Conflict with the provost, deans, and department heads total of 3

Conflict with faculty members' total of 2

During Spring Semester 2015 I have accomplished these actions:

Began 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 an evaluation form for the Faculty Ombuds Officer.

Attended two dean's council and two department head meetings explaining the role of Ombuds officer position.

Completed six individual faculty meetings on this office's roles and responsibilities.

Completed three college and departmental meetings on the roles of this office on our campus.

Revised the existing web page.

Made two proposed changes to this position at West Texas A&M University to the President and the Faculty Senate in changing the length of the term of office for this position and to mandate the certification of the person appointed to this office within the first six months of his/her employment.

Met with the Provost to discuss the need for the Deans to address a mandatory training program for any newly appointed department head. The purpose of this meeting is to address the number of ongoing complaints I have had to deal with on this issue occurring in three of our Colleges.

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

