REPORT FROM THE OMBUDS TO THE FACULTY SENATE

From the last reporting period, October 2010 to December 2011, where approximately 180 points of contact were made with the Ombuds Office, there has been a 50% increase from December 2011 to October 2012. The chart below reflects that activity:

Data for Dec 2011-Oct 2012:

	DEC11	JAN12	FEB12	MAR12	APR12	MAY12	JUN12	JUL12	AUG12	SEPT12	TOTAL
Male	11	18	17	9	8	18	5	5	19	11	121
Female	12	12	18	15	13	20	8	12	24	5	139
	23	**30**	**35**	**24**	**21**	**38**	**13**	**17**	**43**	**16**	**260**
Caucasian	19	21	22	14	15	27	9	15	31	12	185
African-American	2	5	7	4	5	5	1	2	12	2	45
Hispanic	0	0	1	1	0	0	1	0	0	0	3
Asian	1	1	2	0	0	1	0	0	0	2	7
Other	1	3	3	5	1	5	1	0	0	1	20
	23	**30**	**35**	**24**	**21**	**38**	**13**	**17**	**43**	**16**	**260**
Faculty	9	19	18	13	6	19	4	2	5	2	97
Staff	14	11	17	11	15	18	8	15	38	3	150
GTA	0	0	0	0	0	1	1	0	0	11	13
	23	**30**	**35**	**24**	**21**	**38**	**13**	**27**	**43**	**16**	**260**

Trainings/Presentations/Meetings with workgroups:

DATE	TOPIC	COMMENTS
DEC11		
12/07/11	Pecha Kucha night at 21C Museum: "OO-Organizational Ombuds- Licensed to Heal"	Open to the public
12/15/11	College of Education training: 3hrs	Dean's office staff
12/16-17/11	Zoeller Company training in conjunction with the Family Business Center in the College of Business: 8hrs	
JAN12		
01/06/12	OAPA-Bob Goldstein's staff: 2hrs	Mtg 1 of 2
01/12/12	KY State Mediators training: 4hrs	Linda Patrick arranged training in Frankfort
01/13/12	Present mediation and Ombuds services to graduate MSSW Social work class, 1 1/2hr	per invitation of Prof Martin Hall
FEB12		
02/03/12	OAPA-Bob Goldstein's staff: 2hrs	Mtg 2 of 2
02/08/12	Present "The Right to Dignity at Work", 2hrs	Labor Mgmt Cmte meeting at UClub
02/10/12	Meet all Dept Chairs of Nursing School: 2hrs	Set-up from Ells mtg 01/23/12
02/23/12	Present "OO- Organizational Ombuds- Licensed to Heal", 1hr	Metro Labor Mgmt Cmte meeting at UClub
APR12		
04/04,	Group Discussion with Contracts Dept at MedCtr	Medical Center One, Broadway

19/12	One: 4hrs total	
04/20/12	School of Nursing Presentation: "How do you define student's freedom of speech" talk, 1hr	School of Nursing
04/23/12	Present to Marianne Hutti's class at School of Nursing: 3hrs	School of Nursing
MAY12		
05/01/12	Group Discussion with Sports Administration Group, 2hrs	At the request of Anita Moorman
05/12/12	Healthcare Conference presentation in Cincinnati, OH, 1day	Marriott Downtown Cincinnati
05/13/12	"We The People" event with Ari Cowan, 2hrs	Stricker Hall
05/19/12	Selection committee discussion with the Dental School, 1hr	Per the request of Lee Mayer
05/22/12	Present to the UBM's bi-monthly meeting: services of the office and dist posters, 1hr	KHP- Floyd Theatre
05/25/12	Present to classified staff retreat for Student Affairs, 2hrs	Hall of Fame Café
JUN12		
06/22/12	Carl Warns Institute Presentation, 1 1/2hr	Marriott Downtown Louisville
JUL12		
07/18-20	Basic Skills Mediation Training: 40hr hybrid program	20 participants
07/22/12	Midwest Ombuds Meeting "Addressing Civility", 1dy	Madison, WI annual meeting
07/26-27/12	"Take 20" presentation on "Healthy Relationships" for Get Healthy Now, 2hr	Two presentations, one at HSC and one at Belknap
07/27/12	Meet with College of Business Staff, 2hrs	
AUG12		
08/09-10/12	"Take 20" presentation on "Healthy Relationships" for Get Healthy Now, 2hr	Two presentations, one at HSC and one at Belknap
08/10/12	Meet with College of Business Staff, 2hrs	
SEPT12		
09/05/12	PLAN Workshop for Graduate School, "Communicating for Success" 1hr	SIGS program request
09/07/12	Present to Speed School class on teambuilding	Dr. Andy Dozier requested we speak with his class
09/27/12	SHRM Presentation, 1 1/2hr	

On-going Outreach:

- Introduction to all new employees at weekly new employee orientation
- Peace Justice and Conflict Transformation certificate: advising/participation/teaching: on-going
- Compassionate Louisville Project: standards/measures for compassion, compassion in the workplace, etc: on-going

University classes taught:

- Law School Class in basic mediation: Spring 2012, Friday afternoons 1pm-3:30pm
- Peace Justice Conflict Transformation class in basic mediation, Fall 2012, short schedule Tuesday afternoons, 2:30pm-4:30pm
- Mediation and Dispute Resolution graduate level class, Fall 2012, Wednesday evenings 5:30pm-8:00pm

Trends & Patterns:

A continuing theme for those who use the Ombuds Office for conflict concerns is poor communication, lack of respect by colleagues or supervisors, and fear of reprisal for reaching out.