

ANNUAL REPORT
OHIO STATE UNIVERSITY FACULTY OMBUDSMAN
2010 – 2011

The position of faculty ombudsman at Ohio State University started on October 1, 2010. Thus this is the first annual report and it covers the academic year from October 1, 2010 through June 30, 2011. The duties of the faculty ombudsman are defined in university rule 3335-5-45.3 and include: (1) helping faculty assess viability of complaints and issues, (2) directing faculty to appropriate offices, committees, university rules and policies and (3) where appropriate serving as an informal mediator for early-stage complaints.

The faculty ombudsman is a member of the International Ombudsman Association and as such operates according to the principles of the association. These principles are: (1) Independence- the faculty ombudsman is not an advocate for the administration or any individual faculty member, (2) Impartiality: the faculty ombudsman remains neutral in all interactions, (3) Confidentiality: interactions with the faculty ombudsman are confidential to the extent permitted by law. The faculty ombudsman's notes are not subject to open records requests. (4) Informality: interactions with the faculty ombudsman are informal wherein the faculty ombudsman listens to a person's concerns and suggests various approaches to resolving the issues. For more information about these operating principles, see the faculty ombudsman webpage at ombudsman.osu.edu.

Since this was the first year of the position, training was required and efforts were made to publicize the position in various ways. With regard to training, the faculty ombudsman met with OSU Legal Affairs, Human Resources and attended various workshops (see Appendix A). Most useful was the mediation training workshop conducted by Professor Josh Stulberg of the College of Law. With regard to publicity, the faculty ombudsman generated a webpage, provided an interview for On Campus and met with various individuals and groups throughout the university (see Appendix B).

Professor Nancy Rogers, College of Law, serves as an invaluable internal mentor to the faculty ombudsman and her guidance and enthusiastic support for the position is greatly appreciated. Also the International Ombudsman Association has provided the faculty ombudsman with an experienced external mentor in Lillian Santa-Maria at the University of Cincinnati.

During the past academic year, the faculty ombudsman had a total of sixty four interactions with thirty five faculty who sought advice or information. These faculty came from twenty two different units across the Columbus campus and from two OSU regional campuses. The faculty ranged in rank from lecturer to full professor. Most of the interactions were one-time interactions but some have been on-going throughout the academic year. Some of the issues discussed this past year included:

- **Colleague conflict**
 - Academic freedom
 - Bullying
 - Intellectual property
 - Possible harassment
 - Research ethics- authorship
- **Conflict with chair/supervisor**
 - Abolition of unit
 - Contract issue
 - Equality of salary
 - Evaluation not summative
 - Fairness of salary evaluation
 - Office issue
 - Perceived retaliation
 - Spousal contract
 - Stolen teaching equipment
 - Teaching assignment
- **University policies**
 - Lecturer classification and benefits
- **Inappropriate faculty behavior**
- **Information requests**

The faculty ombudsman position has been extended to a twelve month position in order to provide availability to faculty during the summer months. This past summer the faculty ombudsman webpage has been updated to include a “frequency asked questions” section.

Jack A. Rall, Ph.D.
Professor

APPENDIX A
TRAINING/WORKSHOPS ATTENDED

LEGAL AFFAIRS, June 9, 2010

WORKSHOP: MANAGING DISRUPTIVE BEHAVIOR, OSU Medical Center, June 22, 2010

MEDIATION TRAINING (16 hours), College of Law, January 15 and 16, 2011

APPENDIX B
INTERACTIONS WITH PEOPLE/GROUPS
AS FACULTY OMBUDSMAN

UNIVERSITY FACULTY/STAFF ASSISTANCE PROGRAM, JUNE 25, 2010

MENTOR (INTERNAL), Nancy Rogers, OSU law professor, July 8, 2010; December 14, 2010;
May 31, 2011

HUMAN RESOURCES COLLEGE OF MEDICINE DIRECTOR, Kate Dillingham, July 14,
2010

THE WOMEN'S PLACE DIRECTOR, Hazel Morrow-Jones, August 11, 2010

FACULTY COUNCIL CHAIR, Myroslava Murad, August 17, 2010

COMMITTEE ON ACADEMIC FREEDOM & RESPONSIBILITY, Jeff McKee, Chair, August
18, 2010

ORGANIZATION AND HUMAN RESOURCE CONSULTING, August 24, 2010

INTERNATIONAL OMBUDSMAN ASSOCIATION, joined, August, 2010

MENTOR (EXTERNAL) Lillian Santa-Maria, University Ombuds, University of Cincinnati, established by International Ombudsman Association, as an external mentor, September, 2010

NEW FACULTY ORIENTATION, September 14, 2010

OSU FACULTY OMBUDSMAN WEBPAGE, developed, September, 2010

AAUP meeting, September 23, 2010

NEW SENATOR ORIENTATION, September 23, 2010

UNIVERSITY ARCHIVES, Tamar Chute, Records Retention, September 29, 2010

FACULTY COUNCIL, attended meetings 9/30 (presentation), 10/28, 11/18, 12/2, 1/27, 3/3, 4/7, 4/21, 5/12 (presentation)

COUNCIL OF DEANS, October 19, 2010

VICE PROVOST, MINORITY AFFAIRS, Valerie Lee, October 20, 2010

VICE PROVOST, ACADEMIC POLICY AND FACULTY RESOURCES, Regular meeting with Susan Williams, July 15, 2010; November 1, 2010; December 6, 2010; January 31, 2011; April 28, 2011; May 23, 2011

SENIOR ASSOCIATE DEAN ACADEMIC AFFAIRS, COLLEGE OF MEDICINE, Robert Bornstein, November 9, 2010

COLLEGE OF MEDICINE ASSEMBLY, November 17, 2010

OSU RETIREES ASSOCIATION, November 18, 2010

COLLEGE OF MEDICINE FACULTY COUNCIL, November 24, 2010

SENATE DIVERSITY COMMITTEE, March 8, 2011

PROGRESS REPORT: FACULTY COUNCIL, May 12, 2011

ORGANIZATION AND HUMAN RESOURCE CONSULTING, May 18, 2011