



Ombuds: Overview and History of SLU efforts

GENDER EQUITY COMMITTEE

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Association of Jesuit Colleges and Universities

- ❑ Graduate Assistant Searched Websites of each of 28 institutions'
- ❑ 21% (6/28) had clearly identified ombuds for faculty and 25% (7/28) had ombuds for faculty and students
- ❑ 43% (12/28) have considered or were working on faculty ombuds

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Universities with Ombuds included:

- Seattle university
- Loyola Marymount
- Loyola Chicago
- Marquette University
- Georgetown University
- University of the Holy Cross

Ombuds Efforts at SLU

- ❑ Ombuds office existed in the 70s and 80s at SLU for students. Not clear why it dissolved.
- ❑ Students asked for an Ombuds in 2005
 - ❑ Mechanisms exists through [Dean of Students](#) for grievances/bias, etc.
- ❑ Saint Louis University Grassroots Working Group developed a white paper dated February 28, 2019
 - ❑ Extensive background work was done including interviews with other universities with ombuds programs

Ombuds Efforts at SLU

- ❑ Problem: Identified three climate surveys (2014, 2016, 2018) that noted gaps with SLU's ability to create environment of trust, response and overall work satisfaction
- ❑ Proposed investment in the university community by offering an independent, informal and confidential resource for all employees through the creation of the Office of the Ombuds

Ombuds Efforts at SLU

- ❑ Request was made for three staff positions, office and operational funds
 - ❑ Full-time (FTE) position: to serve faculty and staff on north campus
 - ❑ Part-time position: to serve faculty and staff on south campus augmenting existing resources and not dealing with the educational environment or patient care (Office of Professional Oversight)
 - ❑ One administrative assistant

Ombuds Efforts at SLU

- ❑ University Ombuds Job Description was Developed with specific knowledge, skills, abilities and personal characteristics as well as minimum qualifications
- ❑ Reporting line was directly to the President

Reasons to Visit Ombuds

- ❑ Examples include:
 - ❑ Interpersonal conflicts
 - ❑ Administrative roadblocks
 - ❑ Performance appraisals
 - ❑ Ethical dilemmas
 - ❑ Compensation, benefits retirement
 - ❑ Abrasive conduct, incivility
 - ❑ Threats of retaliation
 - ❑ Health and Safety

Outcomes and Next Steps

- Discussion
- Proposal to the Provost