



Final Summary Report of the Chair of the Ombuds Committee

Date Submitted: June 30, 2024

I. Introduction

From July 1, 2023, through June 30, 2024, the Ombuds Committee (the “Committee”), consisting of fourteen members, has been meeting with “visitors,” the label attached to people reaching out to the Committee. The Committee members received training in August of 2023. Along with seeing visitors, the Committee has conducted a significant amount of outreach to many colleges and committees within those colleges. This is a final report of the activities of the Committee from July 1, 2023, through June 30, 2024.

II. Composition of the Committee

The Committee members come from diverse perspectives and backgrounds: Of the fourteen members, four are staff members, three are students (all graduate students), six are professors (both tenured and continuing status eligible), and one is a designated campus colleague.

III. Breakdown of Type of Visitor, Number of Visits, and Colleges Where Visitors are From

The Committee has seen 68 visitors through June 30, 2024, and has handled 118 total visits. The Committee tracks the type of issue and whether it is related to education, on the one hand, such as an issue relating to research or a class, or a job-related concern, on the other hand. Approximately 28% of the issues related to education, and approximately 65% of the issues were job-related (less than 8% were unrelated to either of these issues). Approximately 47% of the visitors were staff members, approximately 33% were students (of these, 63% were graduate students, and 36% were undergraduate students), and approximately 17% were faculty members. The visitors were from a variety of colleges, including the College of Science, the College of Agricultural and Life Sciences, the College of Medicine (Tucson), and Health Sciences. The visitors were also in administration.¹

¹ If the number of visits from a college was below five, they are not reported here. However, the Committee has seen visitors from 19 other colleges and units within the University, including without limitation, the College of Veterinary Medicine, the College of Humanities, the College of Management (Eller), the College of Medicine (Phoenix), the College of Social and Behavioral Sciences, and the College of Nursing.



IV. Emerging Themes from Discussions

Issues emerged regarding the following:

- Concerns with treatment of international graduate students.
- Concerns with communication of grades of students.
- Concerns with imposing more duties on staff and how that impacts pay.
- Concerns with on-line education in terms of prompt communication by instructors.
- Concerns about procedures within human resources in terms of the handling of written warnings to employees and what supervisors can and cannot do regarding the imposition of requirements on employees.
- Concerns with lack of resources for students in the military.
- Concerns with lack of training of employees.
- Concerns with communicating with respect when the people involved are from different generations, different cultures, or hold different political views.