

REQUEST FOR OMBUDS OFFICE TO PROVIDE ANNUAL RECOMMENDATIONS TO ACADEMIC STAFF ASSEMBLY

Submitted by Jim Rogers, Assembly Representative District 499

Motion for Vote: *The Academic Staff Assembly anticipates the Ombuds Office at or near the time of giving their annual report may wish to make recommendations for potential action by the Academic Staff Assembly in order to improve campus climate for employees.*

A. Purpose of this Motion and Background

Purpose of this motion: To improve (in just one more way) the campus climate for employees by translating Ombuds Office insights from their Annual Report into *some actionable steps* that the UW-Madison Academic Staff Assembly may take. This may be easier to do when the Ombuds Office suggests *specific recommendations for potential action* that Academic Staff Assembly can consider.

Further Background: The UW-Madison Ombuds Office (www.ombuds.wisc.edu) has as its purpose to

- Serve the UW-Madison community
- Advocate for and model fairness, equity, and a healthy work environment
- Identify and report about campus trends and problem areas
- Make recommendations regarding changes in policy and procedure
- Promote equality, inclusion and access for all person

It has given very useful information in Annual Reports including for 2012-2013 (3/10/14). This includes insights gained such as:

- Majority of visitors were academic staff (52%)
- 52% of visitors (highest percentage by about 3 times, were for “reported concerns with evaluative and supervisory relationships”
- Observed problematic trends on campus include “impacts of ineffective human resource management by inexperienced or untrained supervisors on vulnerable staff”

It can further “identify and disseminate ‘Best Practices’ for achieving workplace equity and improvement workplace climate.”

Who, or what committees, have been consulted related to this motion (if any): The Ombuds Office has been contacted regarding this motion and comments (3/20/14) that this motion “. . . is an action that is consistent with the mission and responsibilities of the Ombuds office. . . . We meet at a minimum annually with the Provost. He has been very forthright in his request that we make recommendations regarding policy and procedure changes to address issues that have come to our attention. The Ombuds office is willing to provide recommendations to the Academic Staff Assembly when appropriate.”

B. Reference Documents

ASA #518 – [Ombuds Office Annual Report 2012-2013](#) (reviewed at Academic Staff Assembly 3/10/14)

ASA #409 – [Academic Staff Assembly Priorities](#): Priority: Morale – Promote/Partner with others (MASA, Ombuds, OHRD, etc.) to support collegial relationships