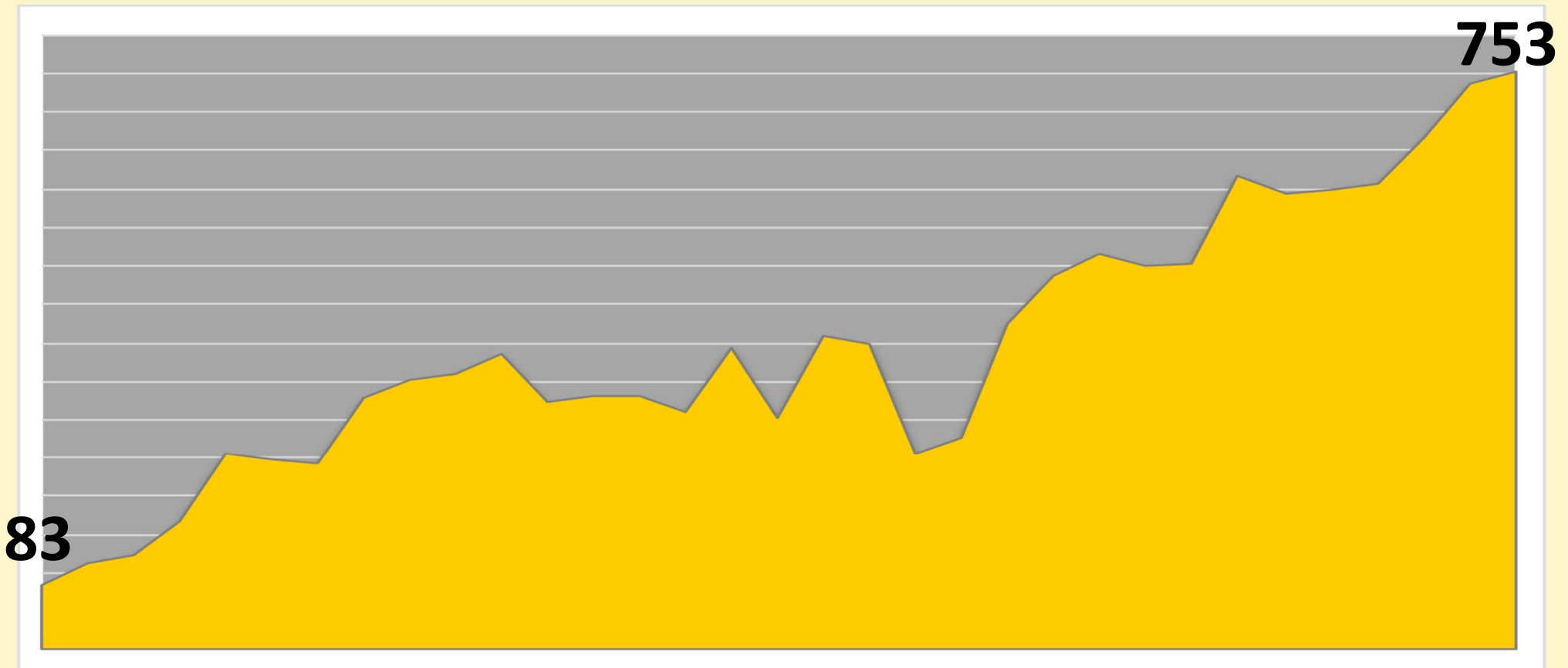




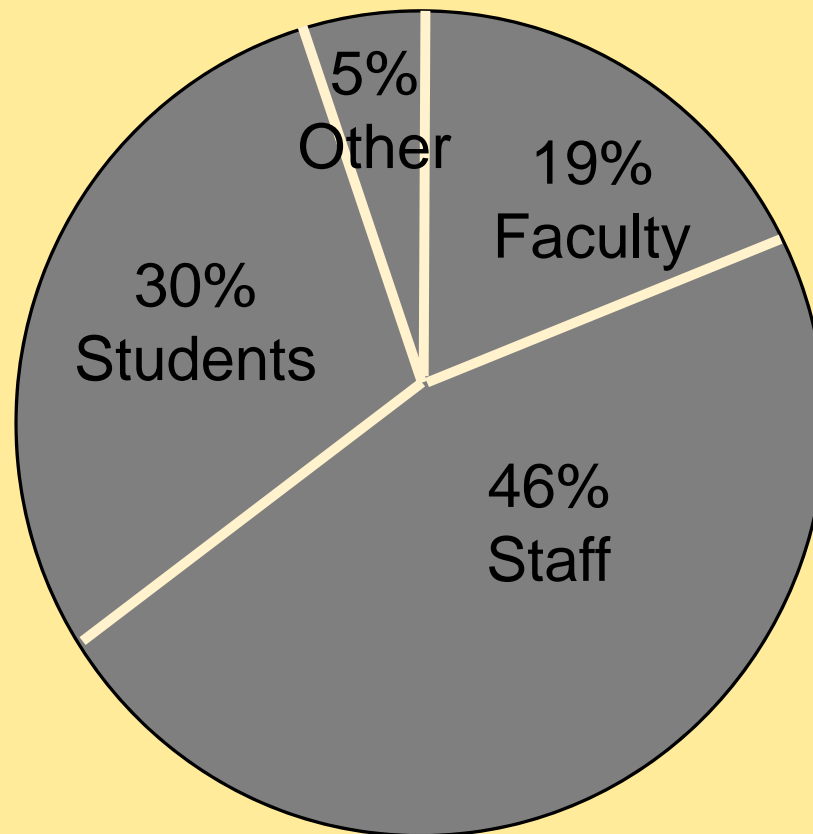
# Annual Report 2018-2019

- Confidential
- Neutral
- Informal
- Independent

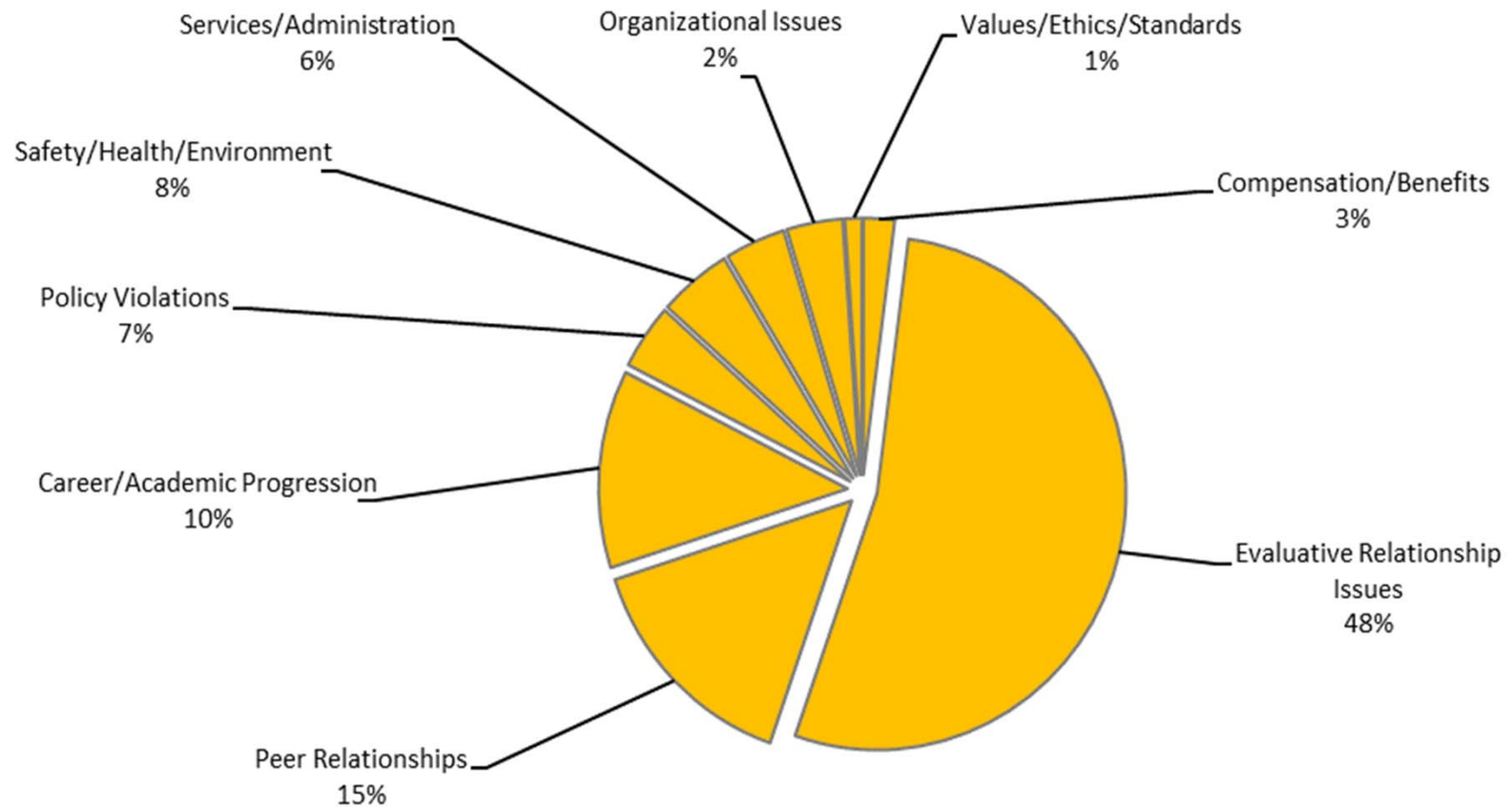
# NUMBERS OF VISITORS 1986-2019



# TYPES OF VISITORS



# VISITOR CONCERNS



# CONSULTATIONS: Admin/HR



**101 in 2019**

**98 in 2018**

**79 in 2017**

# DISRESPECTFUL BEHAVIOR

30% in 2019

31% in 2018

PERCEIVED  
ORGANIZATIONAL RISKS: 71%

Loss of Productivity	36%
Policy Violations	16%
Turnover	16%
Grievance	16%
Safety	7%
Litigation	6%
Negative Publicity	3%

No Risk: 29%



# VISITOR DEMOGRAPHICS

VISITOR DEMOGRAPHICS	CAMPUS	OMBUDS
Women:	57%	67%
Men:	43%	33%
White:	82%	77%
Racial/Ethnic Minorities:	18%	23%

# ACTIVITIES



**39 presentations**  
**68 workshops**  
**(2,200 participants)**

# 2018-2019 CAMPUS ISSUES

*No problem too big or too small. Let's talk!*

*Campus Change*

*Effective Leadership*

*Ombuds Office Move*

Third Floor Jefferson Building  
129 E. Washington Street  
Iowa City, IA 52242-1402

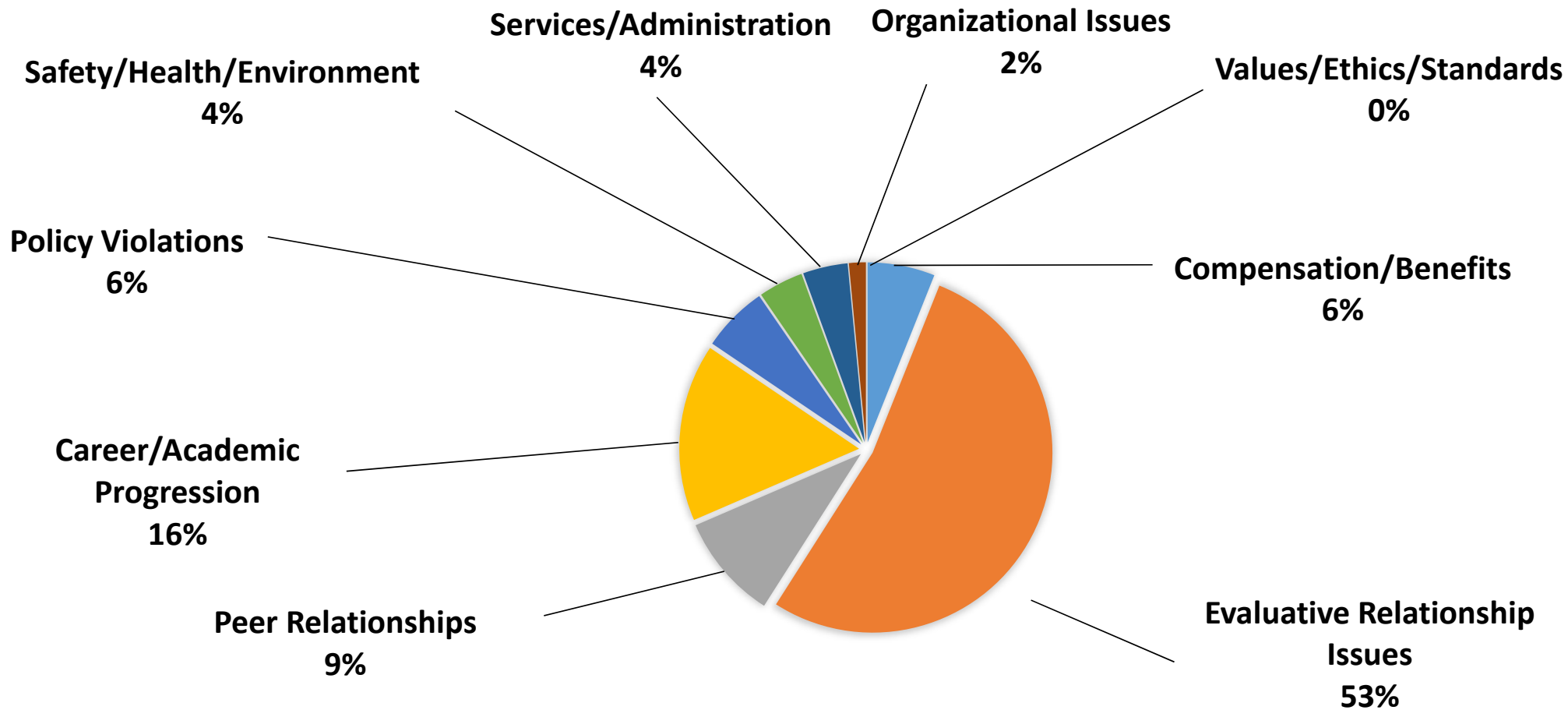


All other contact information for the office remains the same.

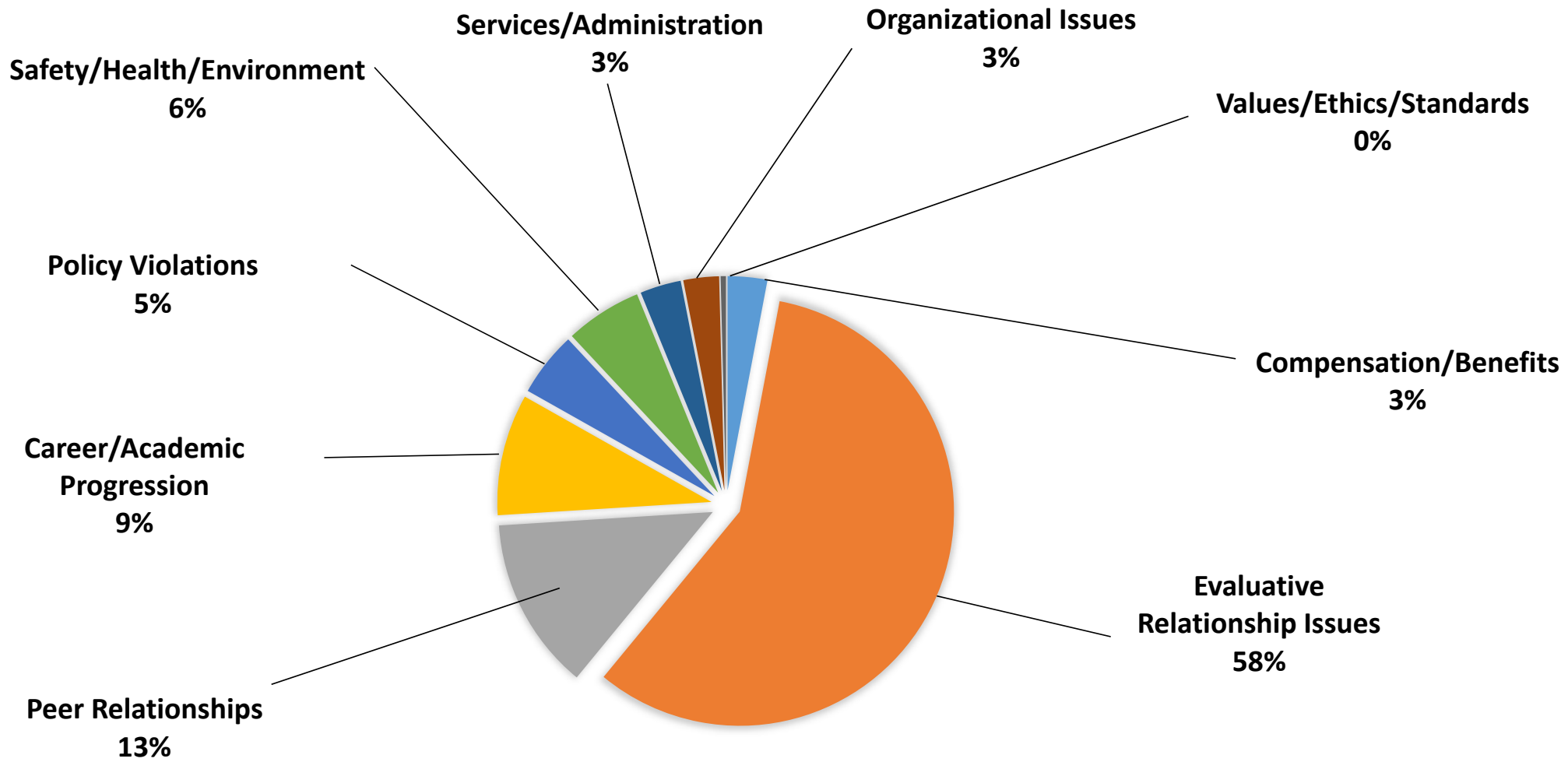
# SATISFACTION SURVEY:

79% SATISFIED

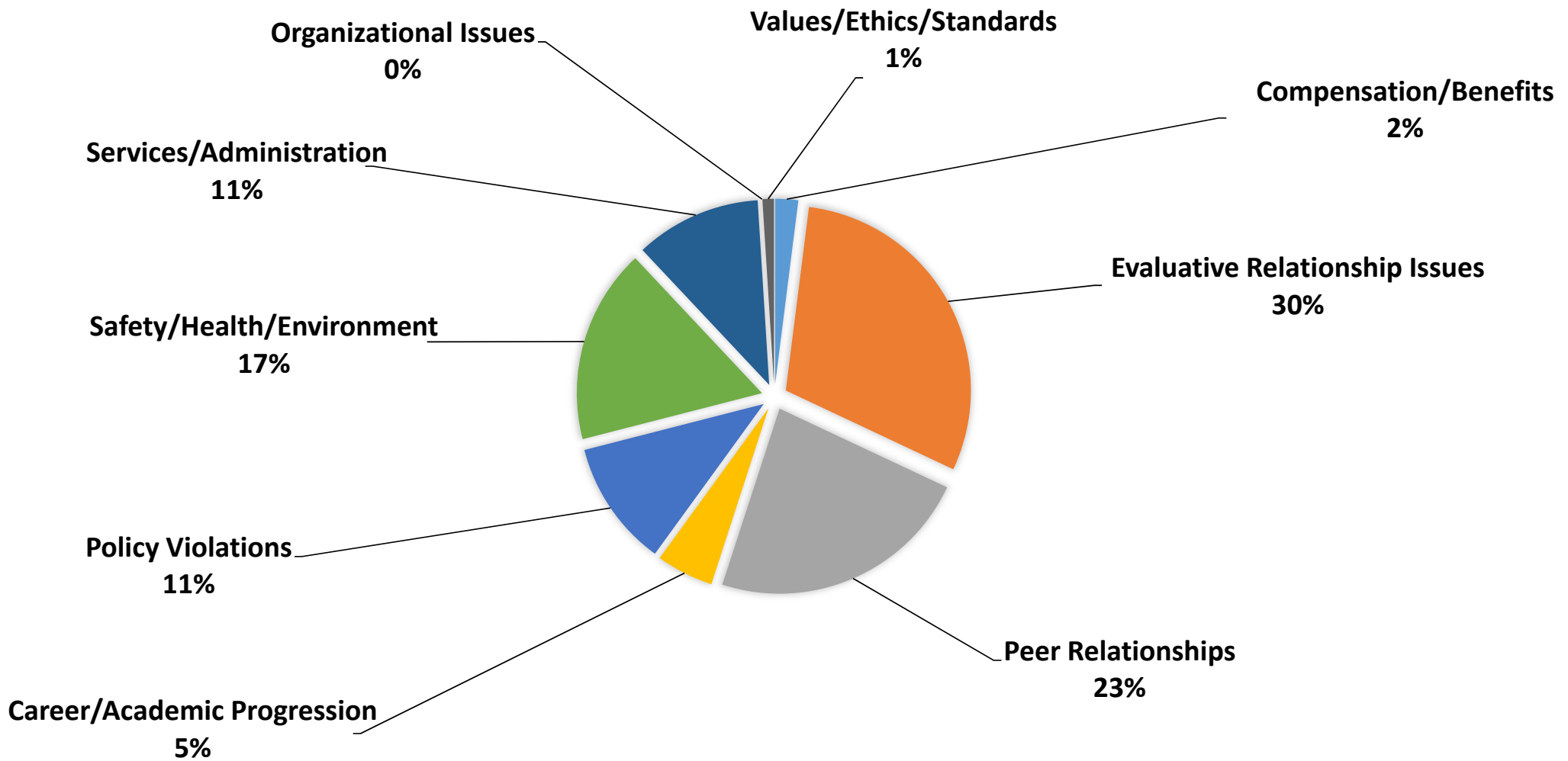




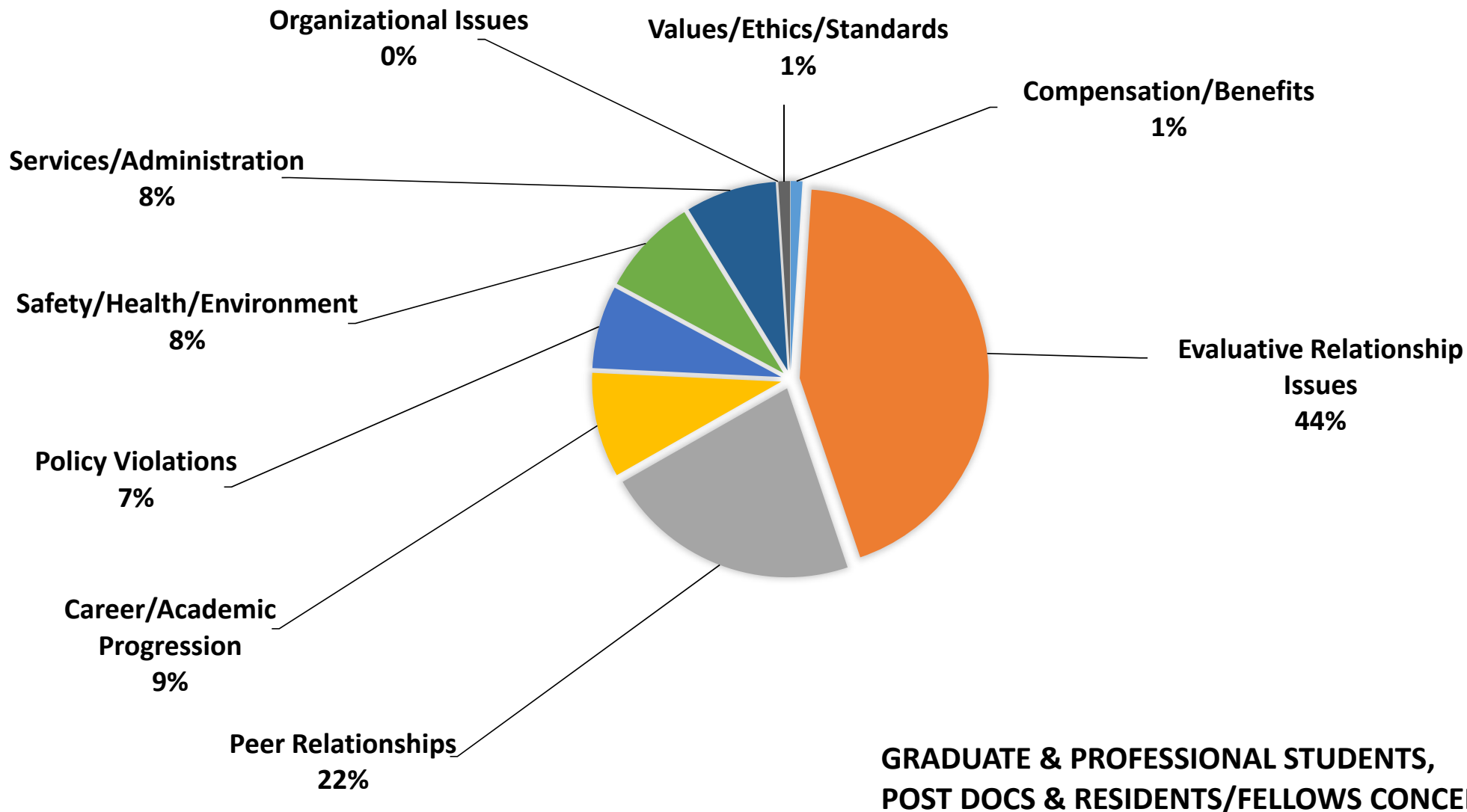
## MERIT CONCERNS



**PS/ME CONCERNS**

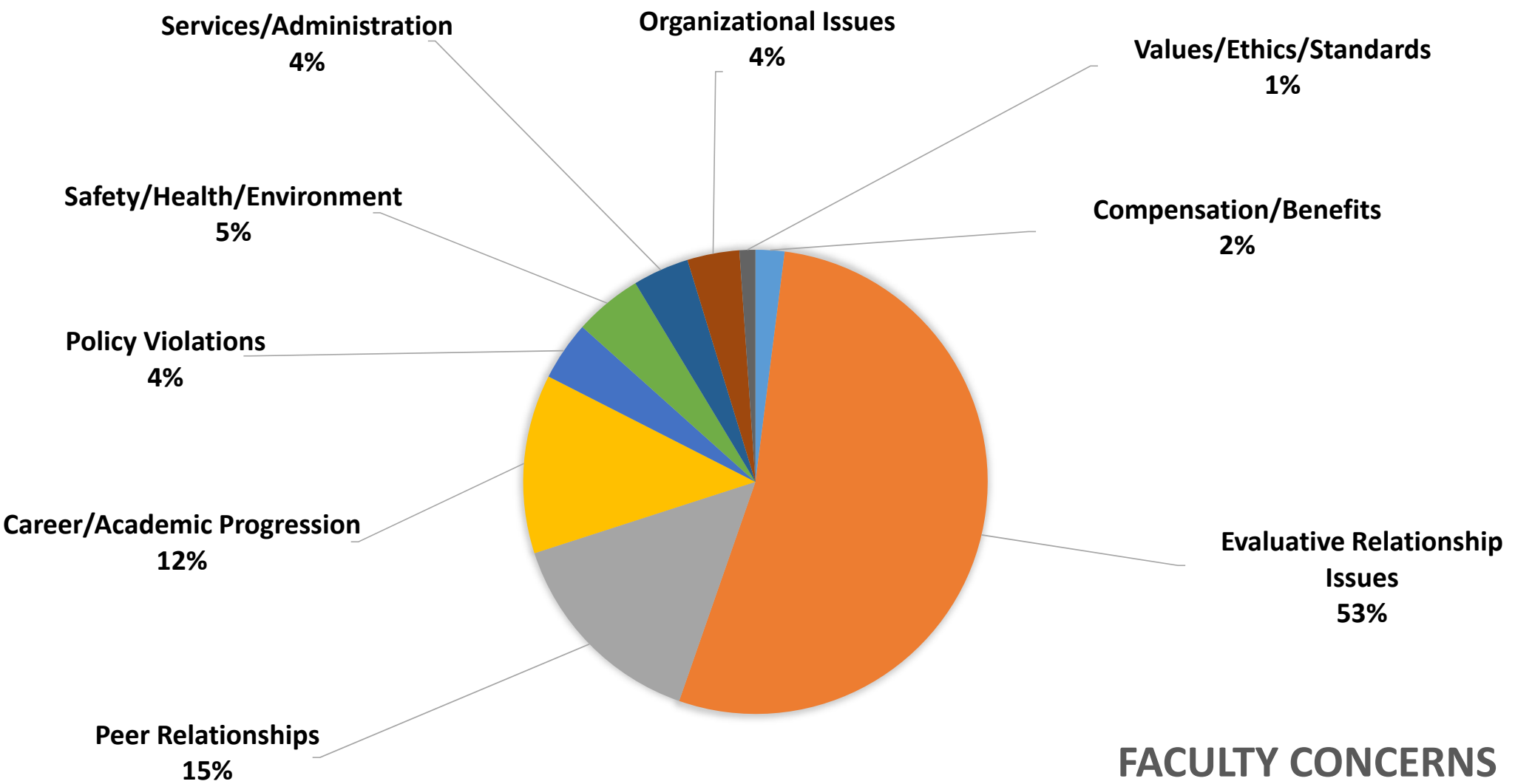


**UNDERGRADUATE STUDENT CONCERNS**



**GRADUATE & PROFESSIONAL STUDENTS,  
POST DOCS & RESIDENTS/FELLOWS CONCERNS**





# FACULTY CONCERNS

