• Confidential
• Neutral
• Informal
• Independent
TYPES OF VISITORS

- Students: 30%
- Staff: 46%
- Faculty: 19%
- Other: 5%
CONSULTATIONS: Admin/HR

101 in 2019
98 in 2018
79 in 2017
DISRESPECTFUL BEHAVIOR

30% in 2019
31% in 2018
### Perceived Organizational Risks: 71%

<table>
<thead>
<tr>
<th>Risk</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loss of Productivity</td>
<td>36%</td>
</tr>
<tr>
<td>Policy Violations</td>
<td>16%</td>
</tr>
<tr>
<td>Turnover</td>
<td>16%</td>
</tr>
<tr>
<td>Grievance</td>
<td>16%</td>
</tr>
<tr>
<td>Safety</td>
<td>7%</td>
</tr>
<tr>
<td>Litigation</td>
<td>6%</td>
</tr>
<tr>
<td>Negative Publicity</td>
<td>3%</td>
</tr>
</tbody>
</table>

**No Risk:** 29%
## Visitor Demographics

<table>
<thead>
<tr>
<th>Visitor Demographics</th>
<th>Campus</th>
<th>Ombuds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women:</td>
<td>57%</td>
<td>67%</td>
</tr>
<tr>
<td>Men:</td>
<td>43%</td>
<td>33%</td>
</tr>
<tr>
<td>White:</td>
<td>82%</td>
<td>77%</td>
</tr>
<tr>
<td>Racial/Ethnic Minority:</td>
<td>18%</td>
<td>23%</td>
</tr>
</tbody>
</table>
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
GRADUATE & PROFESSIONAL STUDENTS, POST DOCS & RESIDENTS/FELLOWS CONCERNS

- Evaluative Relationship Issues: 44%
- Peer Relationships: 22%
- Safety/Health/Environment: 8%
- Services/Administration: 8%
- Policy Violations: 7%
- Career/Academic Progression: 9%
- Values/Ethics/Standards: 1%
- Compensation/Benefits: 1%
- Organizational Issues: 0%
FACULTY CONCERNS

- Evaluative Relationship Issues: 53%
- Peer Relationships: 15%
- Career/Academic Progression: 12%
- Organizational Issues: 4%
- Values/Ethics/Standards: 1%
- Safety/Health/Environment: 5%
- Policy Violations: 4%
- Services/Administration: 4%
- Compensation/Benefits: 2%