Confidential · Neutral · Informal · Independent
NUMBERS OF VISITORS 1986-2017
TYPE OF VISITORS

- Students: 26%
- Faculty: 16%
- Staff: 52%
- Other: 6%
FEMALE VISITORS

70%
(56% on campus)
RACIAL/ETHNIC MINORITY VISITORS

19% (16% on campus)
1. Hierarchical Relationship Issues 53%
2. Peer Relationships 13%
3. Career/Academic Progression 9%
4. Policy Violations 7%
5. Safety/Health/Environment 5%
6. Services/Administration 8%
7. Organizational Issues 1%
8. Values/Ethics/Standards 1%
9. Compensation/Benefits 3%
<table>
<thead>
<tr>
<th>DISRESPECTFUL BEHAVIOR</th>
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<tr>
<td>12% in 2007</td>
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<tr>
<td>29% in 2017</td>
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CONSULTATIONS:
HR/Admin

50 in 2016
79 in 2017
Perceived Organizational Risks

1. No Risk
2. Loss of Productivity
3. Policy Violations
4. Turnover
5. Grievances
6. Litigation
7. Safety Concerns
8. Negative Publicity
ACTIVITIES

47 presentations
73 workshops
Campus Issues

- Another Increase in Numbers
  - New Associate Ombuds
- Supervisory Effectiveness
- Working@Iowa
SATISFACTION SURVEY

80%
Satisfied
Susan Johnson
Cynthia Joyce
Kristal Gibson

C108 Seashore Hall
319.335.3608

ombudsperson@uiowa.edu

http://www.uiowa.edu/ombuds/