1. Total Estimated Employees (excluding TES): ~ 4610

- Faculty: 26%
  - Male: 66%
  - Female: 34%
- A&P: 43%
  - Male: 44%
  - Female: 56%
- Staff: 31%
  - Male: 51%
  - Female: 49%
- Students: 11.6%
  - Male: 60%
  - Female: 40%
- Other: 5.4%
  - Male: 64%
  - Female: 36%

2. Ombuds Office Visitors by Gender & Visitor Classification
   Total visitors = 129

- Faculty: 32.6%
  - Male: 64%
  - Female: 36%
- A&P: 32.6%
  - Male: 14%
  - Female: 86%
- Staff: 17.8%
  - Male: 66%
  - Female: 34%
- Students: 11.6%
  - Male: 51%
  - Female: 49%
- Other: 5.4%
  - Male: 64%
  - Female: 36%
3. Ombudsperson Actions in Response to 129 visitors.
   (multiple actions may be taken with any given visitor)

- **Individual consultation/ Problem solving**: 72%
- **Referral to policy or campus agency/office**: 34.9%
- **Unit consultation or mediation**: 14.7%
- **Notify campus office on behalf of visitor**: 0%
- **Inquiry to campus office on behalf of visitor**: 7.8%
- **Look Into situations, procedures, or problems**: 0.6%
- **Provide upward feedback to administrators/leaders**: 3.1%
2011–2012 Ombuds Report: Executive Summary

4. Total Issues Raised by Visitors — IOA Categories
N = 656 issues raised by 129 visitors (mean = 5.1 issues per visitor)

IOA Issues Category

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation &amp; Benefits</td>
<td>1.2%</td>
</tr>
<tr>
<td>Evaluative Relationships</td>
<td>53%</td>
</tr>
<tr>
<td>Peer &amp; Colleague Relationships</td>
<td>11.2%</td>
</tr>
<tr>
<td>Career Progression and Development</td>
<td>6.2%</td>
</tr>
<tr>
<td>Legal, Regulatory, Financial, and Compliance</td>
<td>6.5%</td>
</tr>
<tr>
<td>Safety, Health, and Physical Environment</td>
<td>1.4%</td>
</tr>
<tr>
<td>Services/ Administration Issues</td>
<td>6.8%</td>
</tr>
<tr>
<td>Values, Ethics, and Standards</td>
<td>2.3%</td>
</tr>
<tr>
<td>Organizational, Strategic, and Mission Related</td>
<td>11.3%</td>
</tr>
</tbody>
</table>