VILLANOVA UNIVERSITY

OMBUDS REPORT
A Five-Year Review

2019-20 (PT)
2020-21 (PT)
2021-22 (FT)
2022-23 (FT)
2023-24 (FT)
2024-25 (FT)

Role of the Ombuds Office

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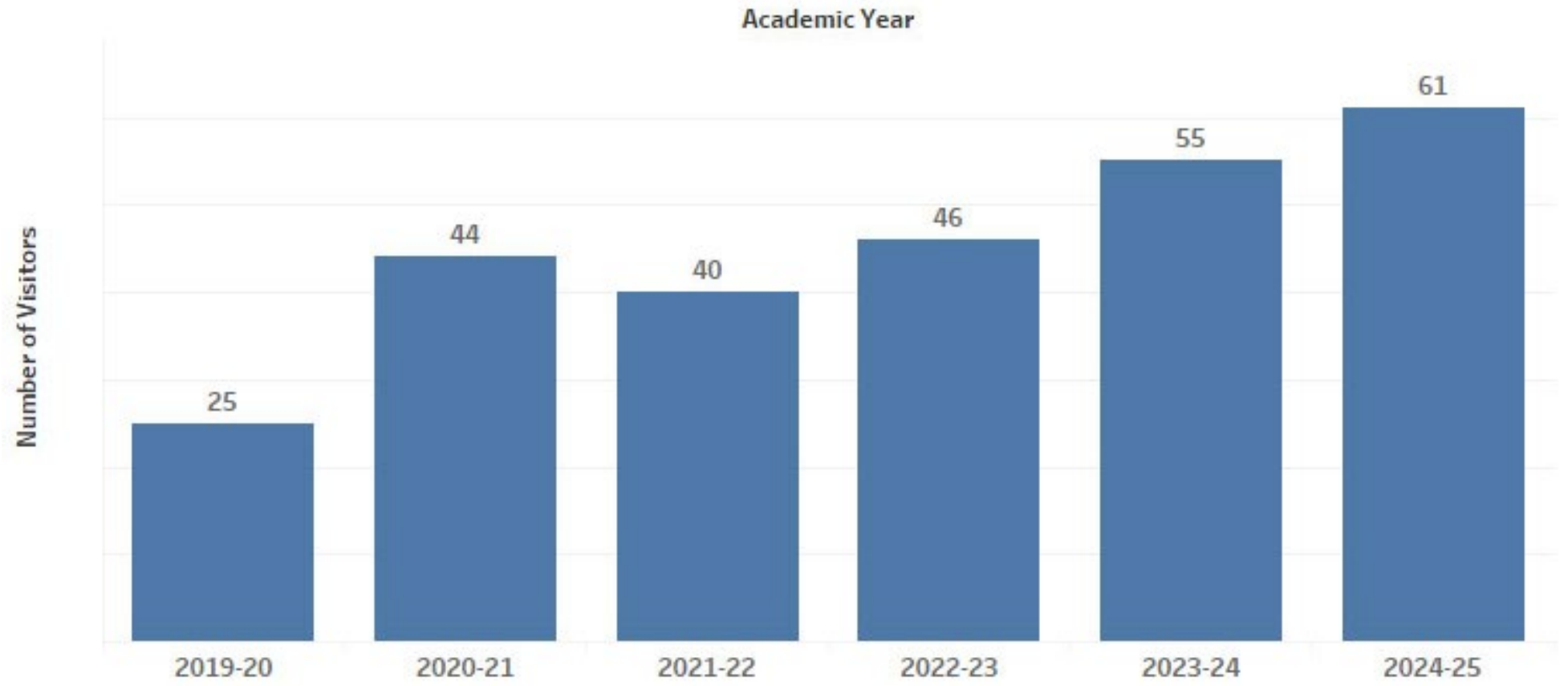
In consultation with faculty and University stakeholders, the Ombuds seeks to:

- Clarify issues
- Analyze and develop options
- Gather information to understand an issue from all perspectives
- Identify relevant policies, procedures and practice
- Facilitate meetings to enhance communication between parties
- Coach faculty on interpersonal matters
- Encourage use of mediation and other informal means of resolution
- Provide early warning of emerging issues to leadership

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Number of Faculty Visitors Per Academic Year

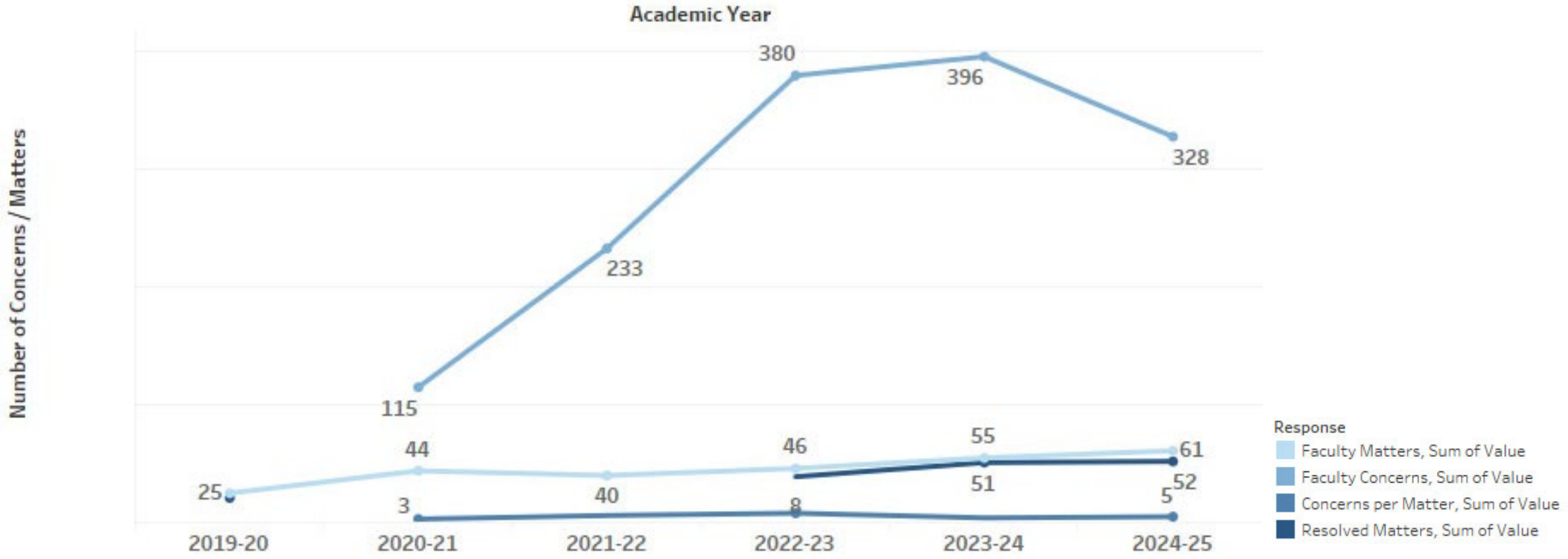
Total number of faculty visitors the Ombuds Office consulted with each academic year.



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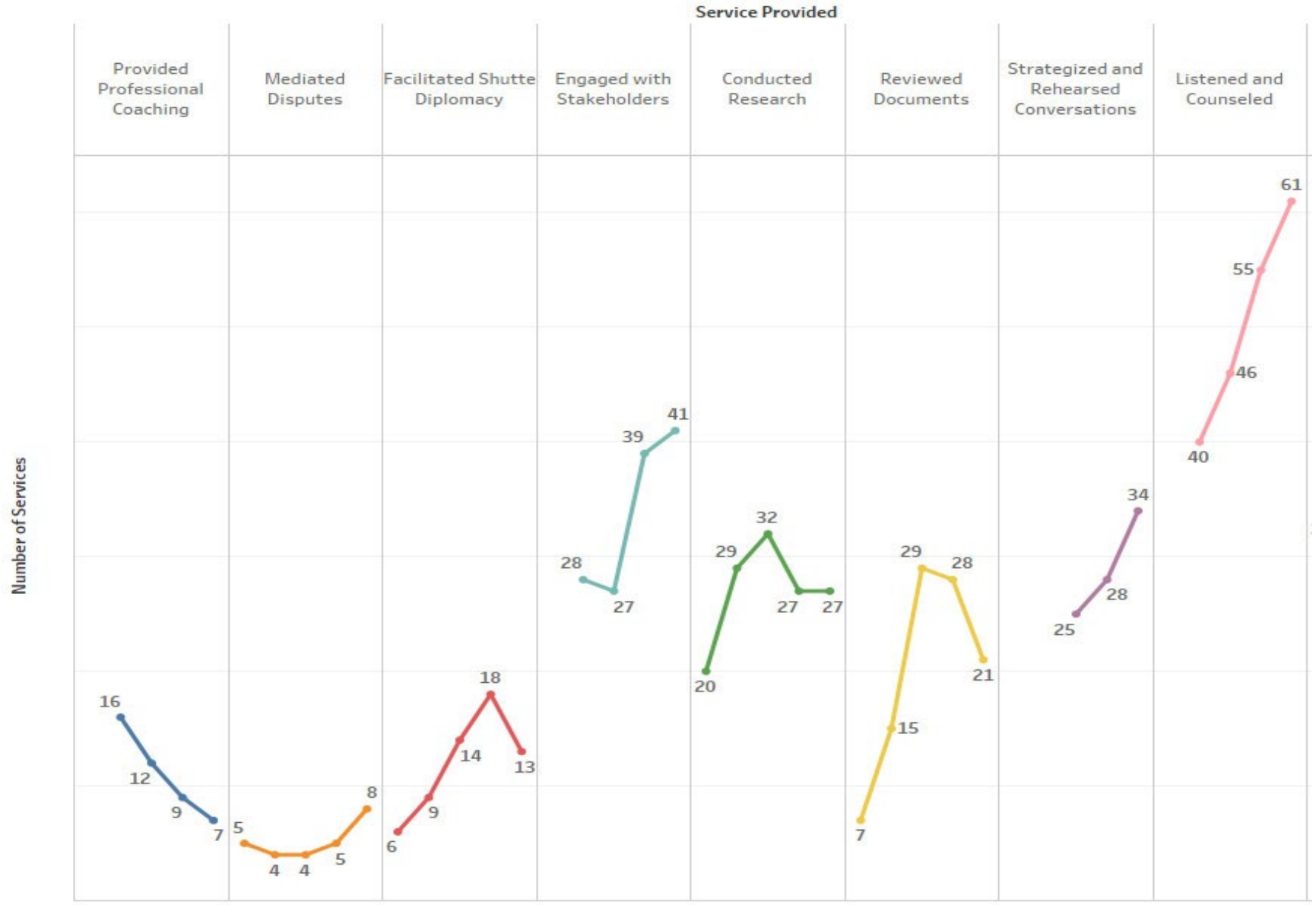
Number of Concerns and Matters

The number of faculty matters, faculty concerns, concerns per matter and resolved matters per academic year.



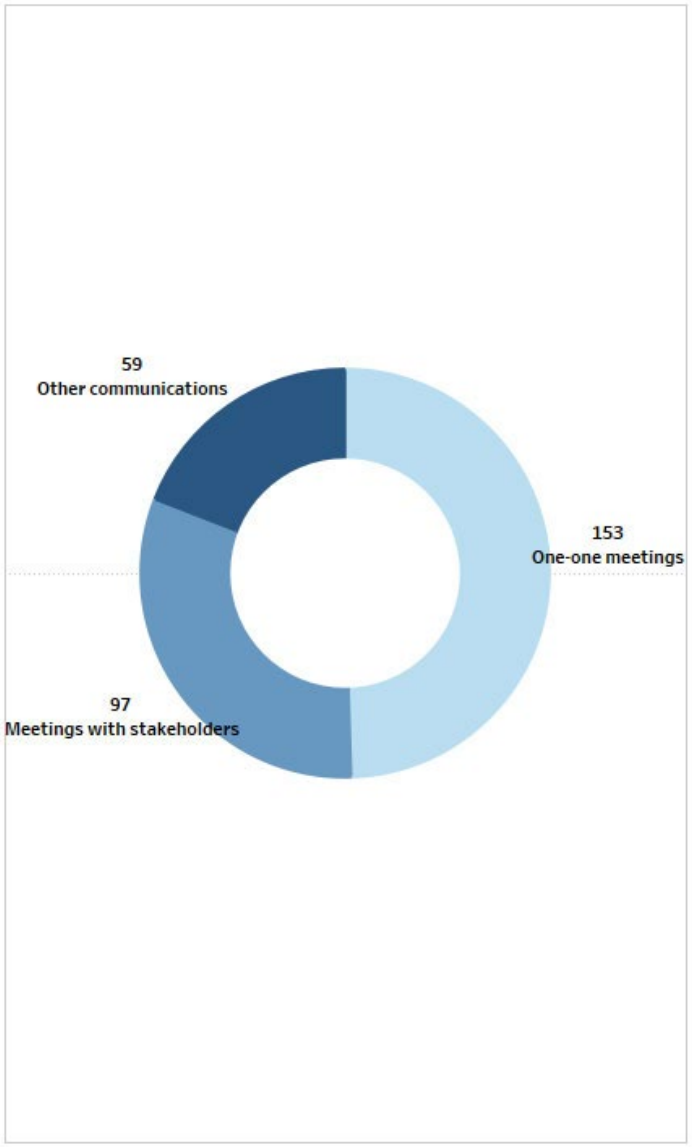
Services Provided

Number of each service provided by the Ombuds Office each academic year from 2020-21 to 2024-25.



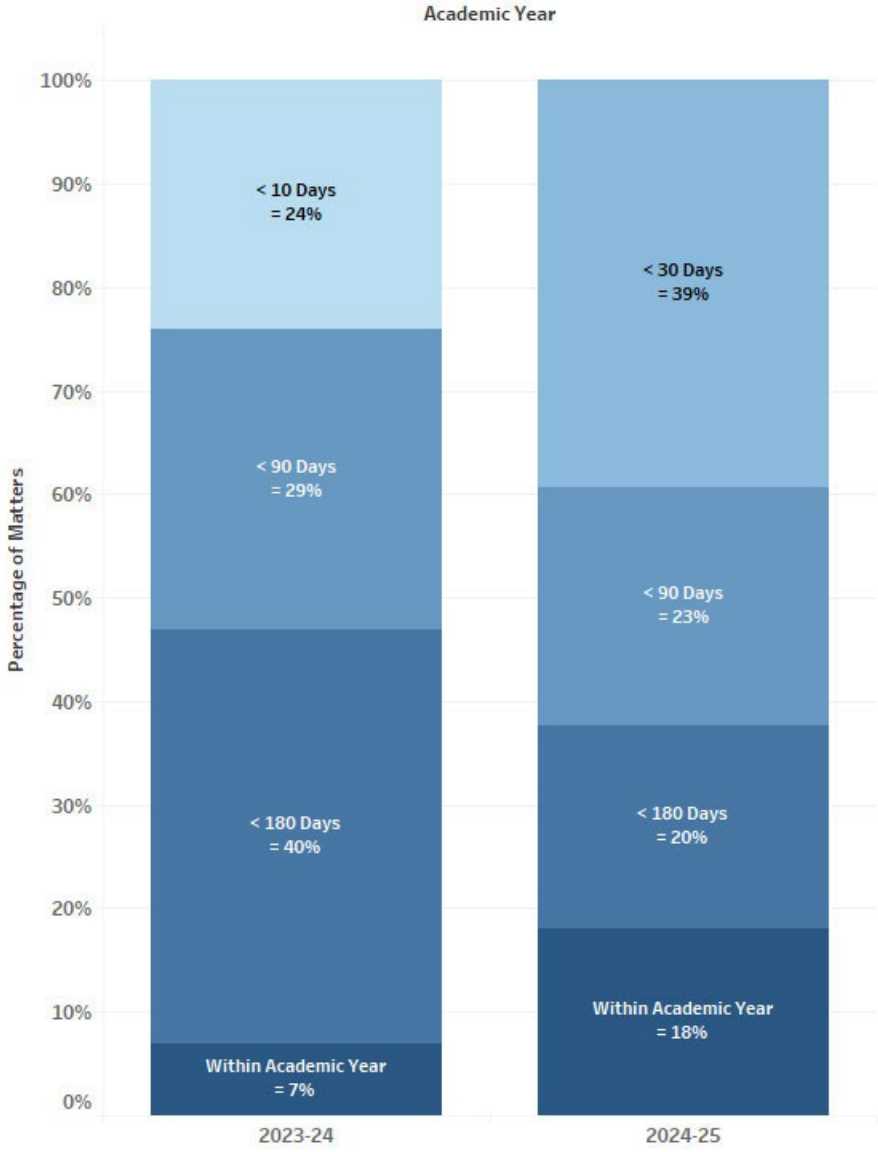
Interaction Type

Type of interaction had with the Ombuds Office for the 2024-25 academic year.

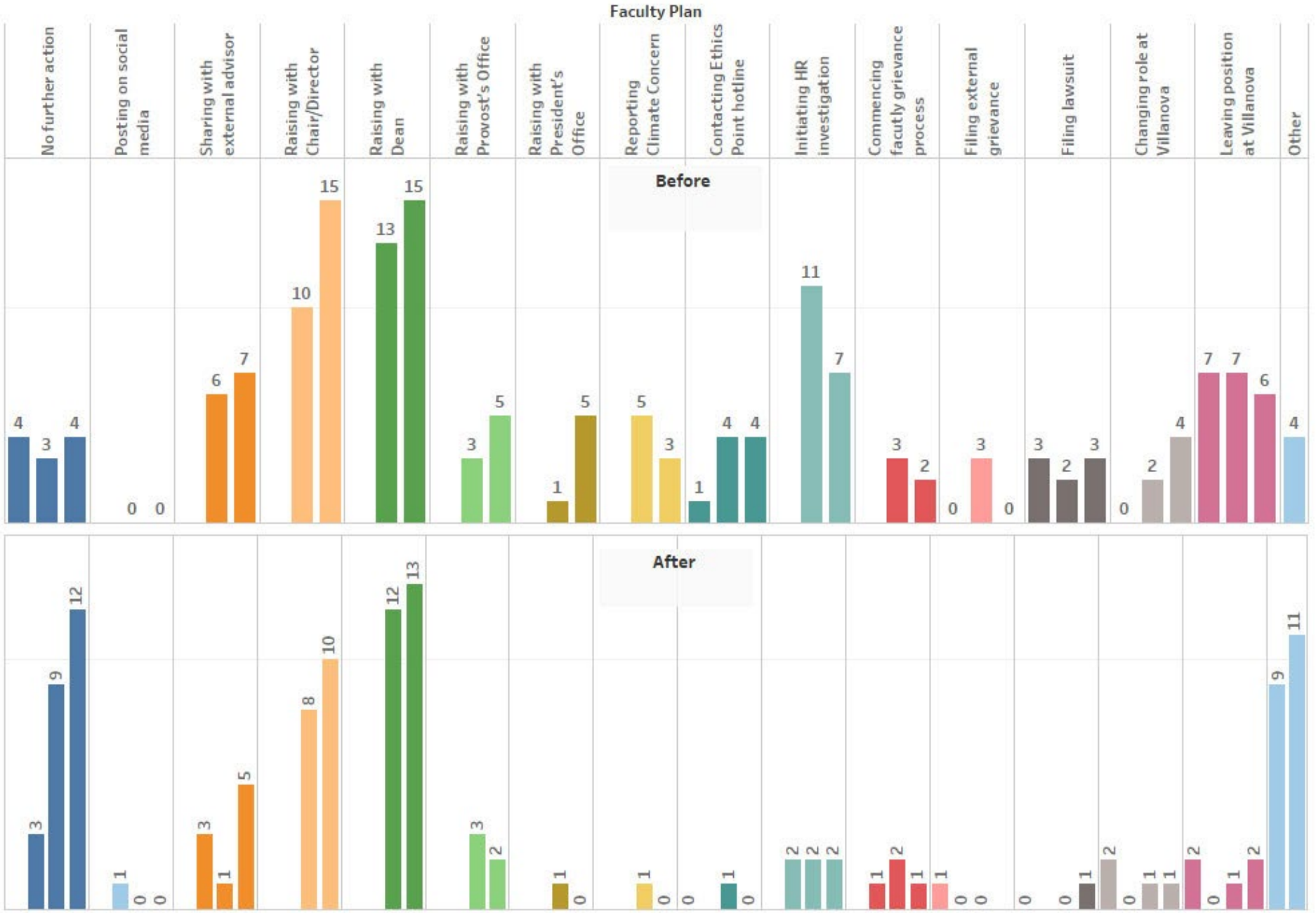


Resolution Timeframe

The timeframe for resolution for each matter for the 2023-24 and 2024-25 academic years.

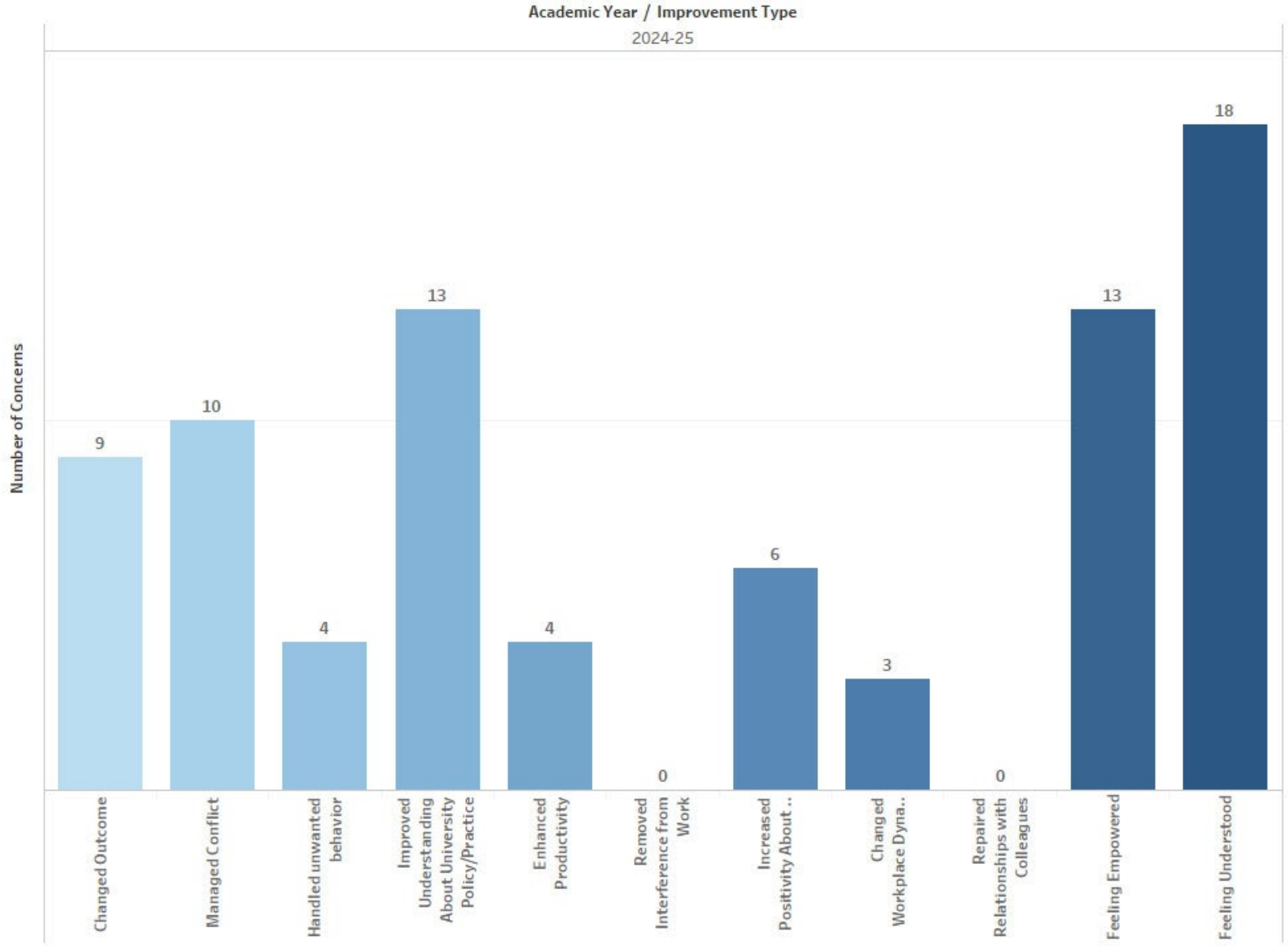


Faculty Plans Before and After Visiting the Ombuds Office per Academic Year (2021-22 to 2024-25)



Improved Faculty Situations

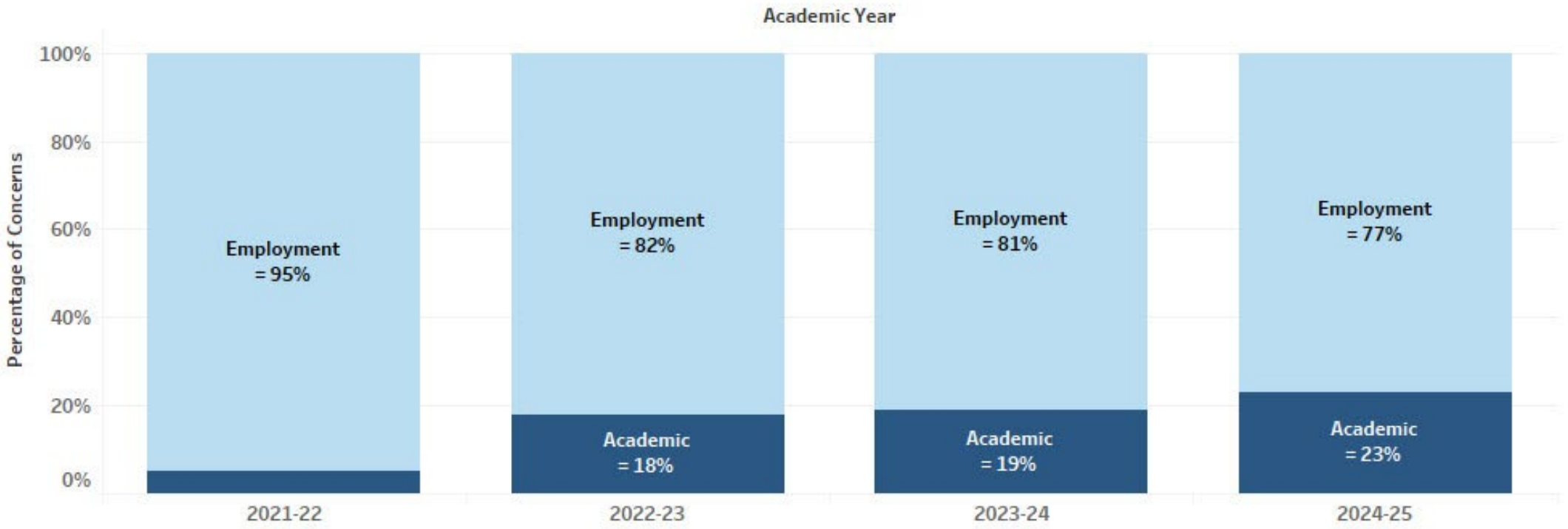
Description of how assistance from the Ombuds Office improved the faculty's situation.



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Concern Subject Area

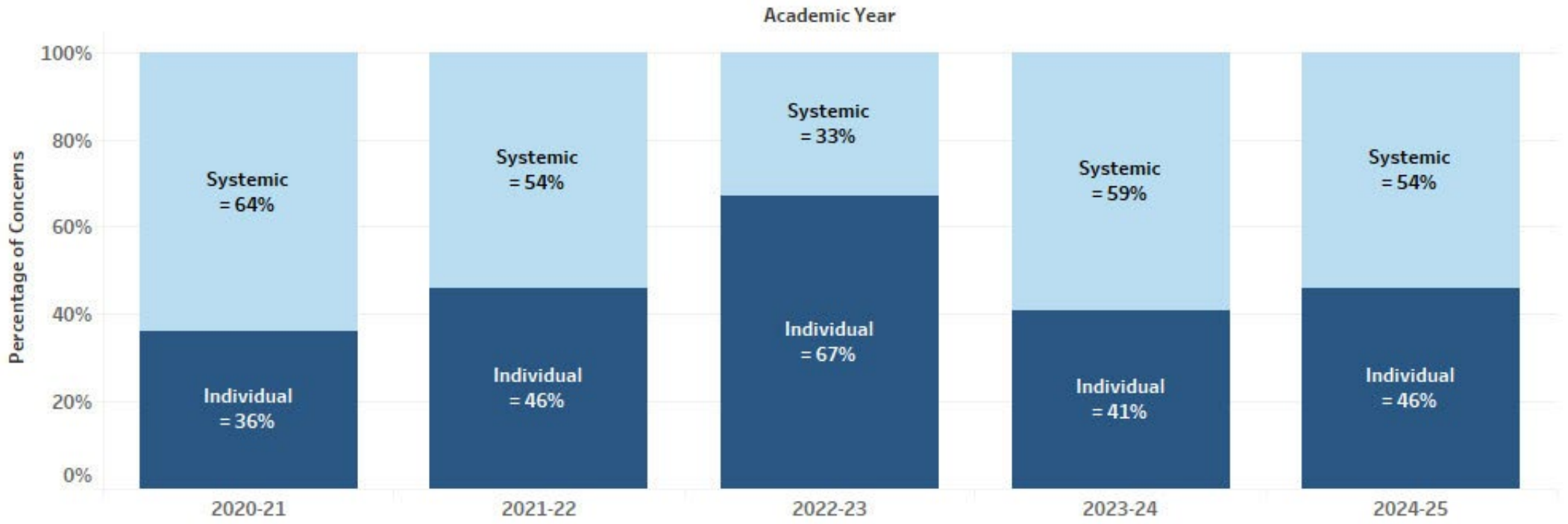
Description of the subject area (employment or academic) for the concerns per academic year.



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Concerns by Scope

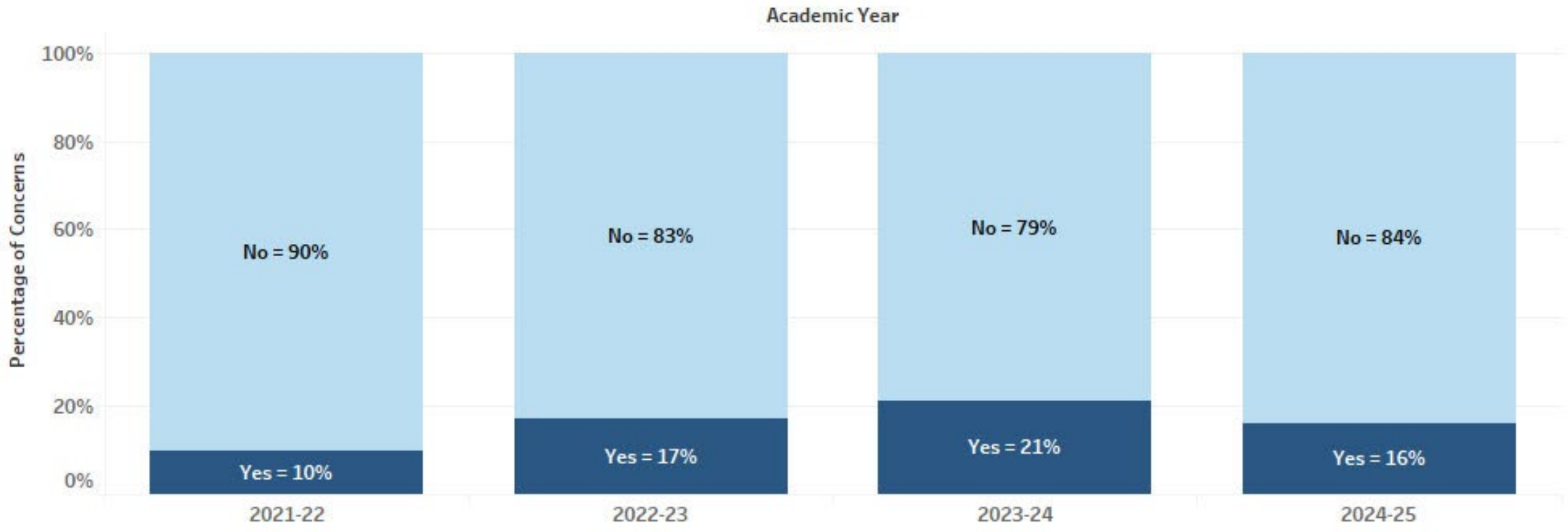
Description of the scope (systemic or individual) of the concerns per academic year.



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Bias Concerns

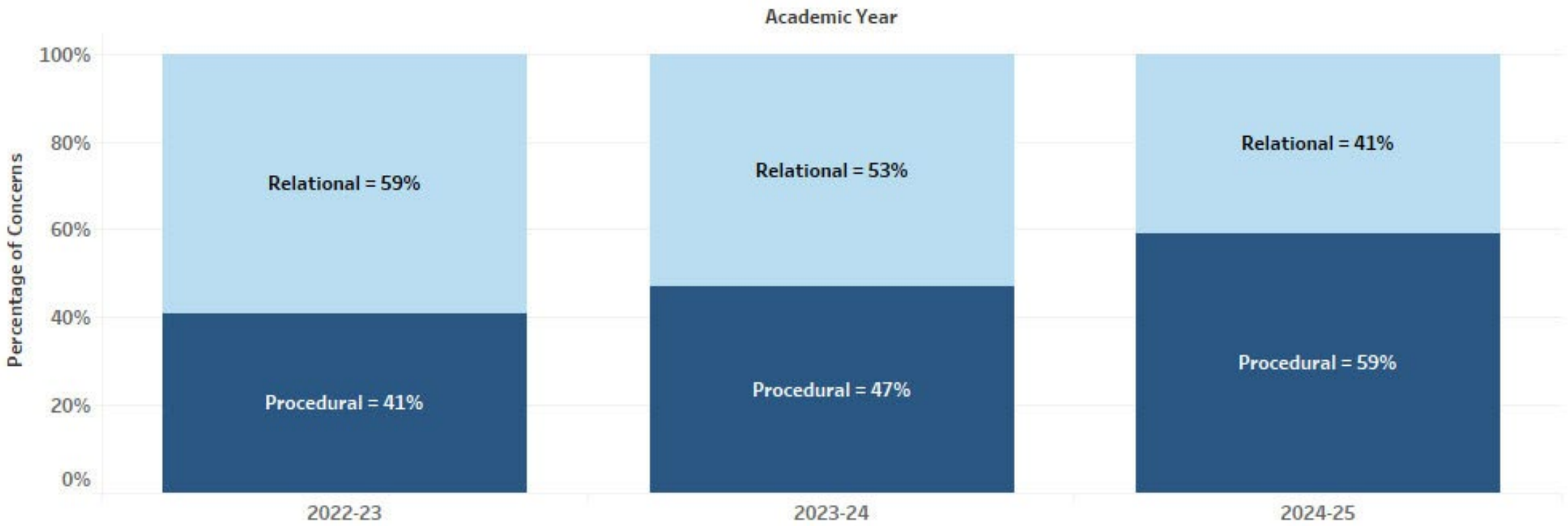
Description of whether faculty raised bias concerns to the Ombuds Office.



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Concerns by Nature

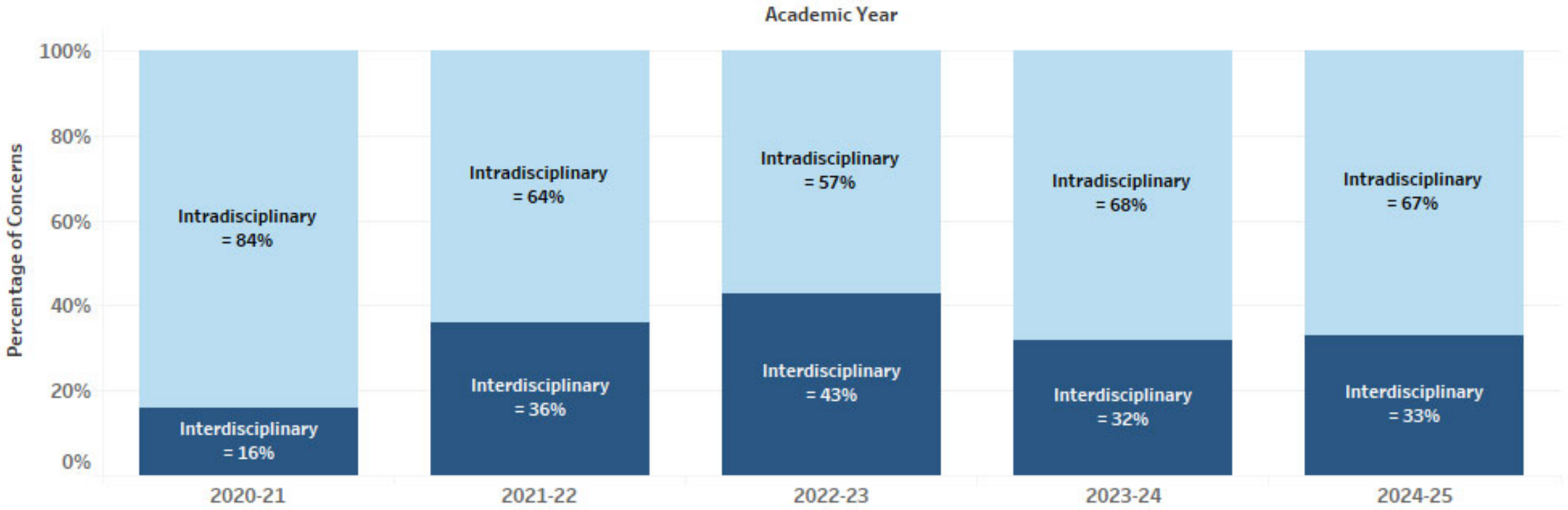
Description of the nature (relational or procedural) of the concerns per academic year.



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Concerns by Type

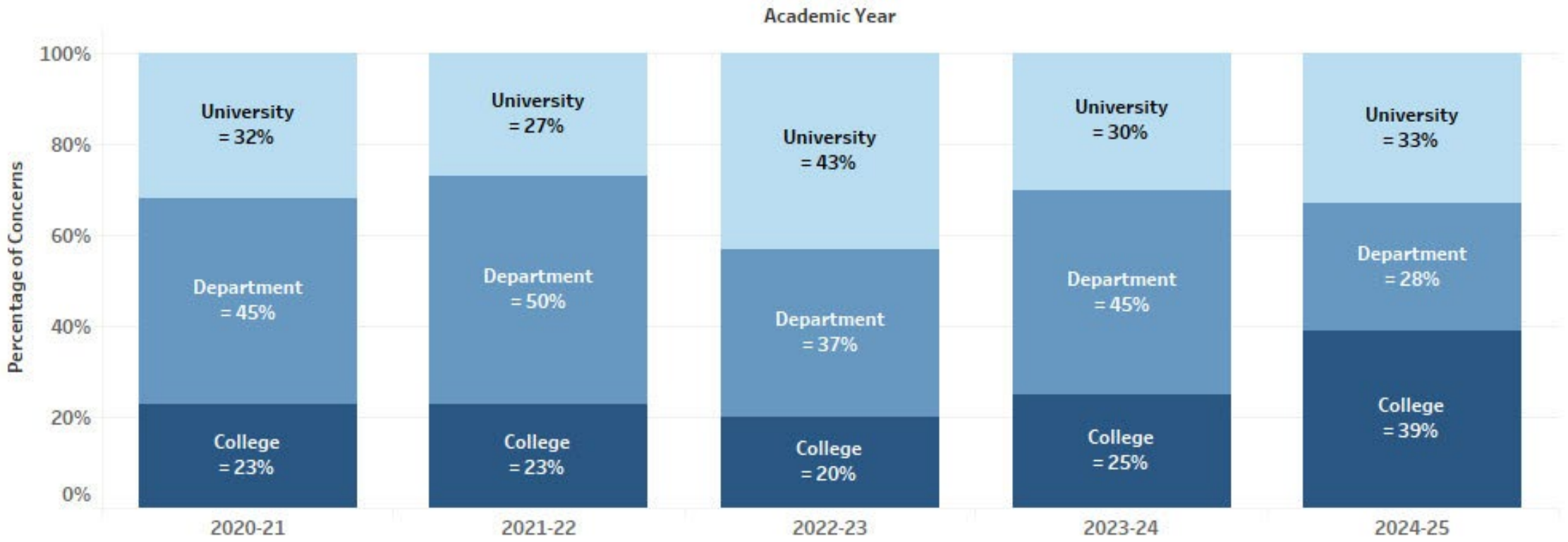
Description of the type (intradisciplinary or interdisciplinary) of the concerns per academic year.



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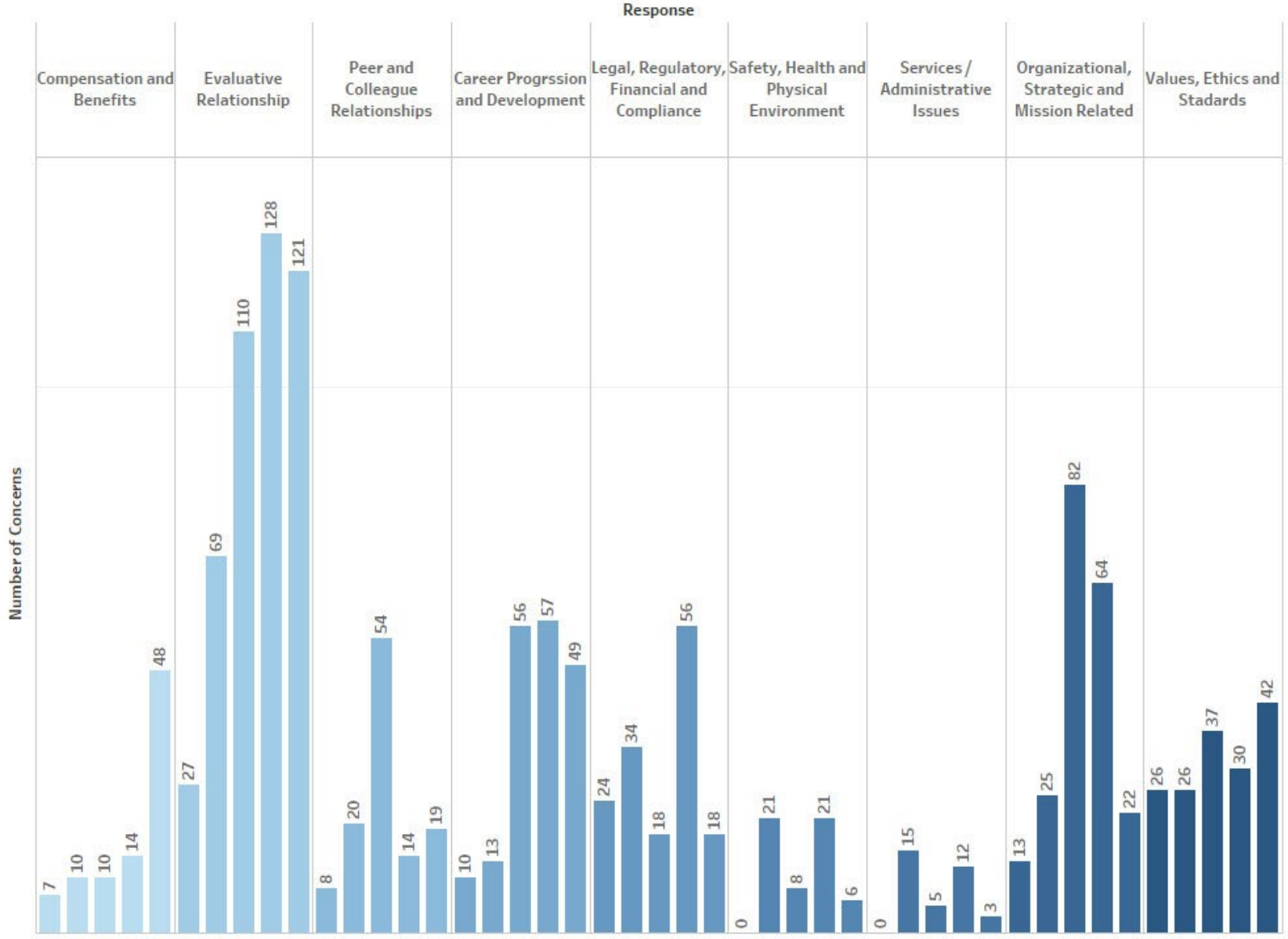
Concerns by Origin

Description of the origin (university, department or college) of the concerns per academic year.



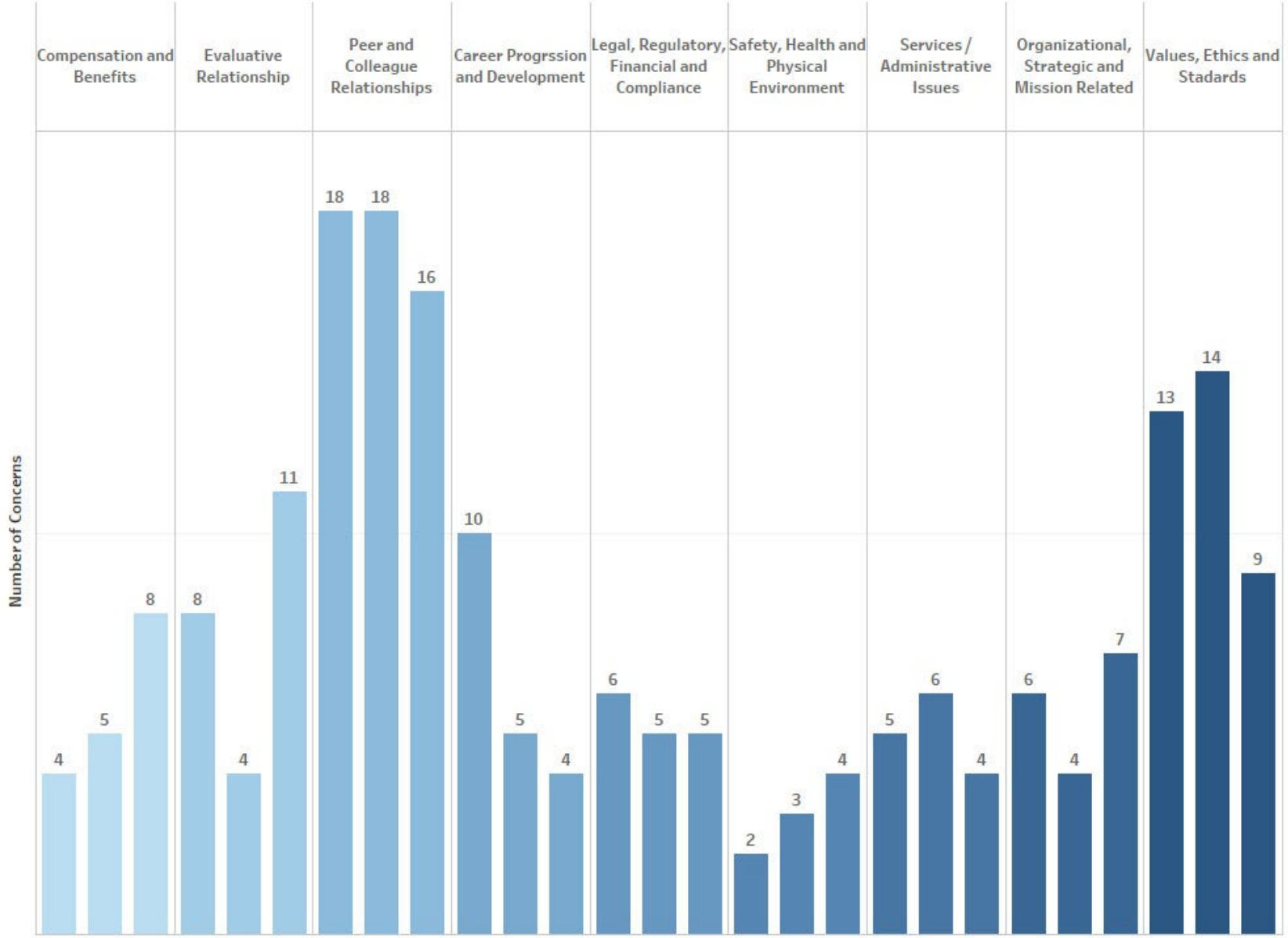
Ombuds-Identified Concerns by Uniform Reporting Category

Categorization of faculty concerns according to the Uniform Reporting Categories, as established by the International Ombuds Association. Trend from 2021-22 to 2024-25.



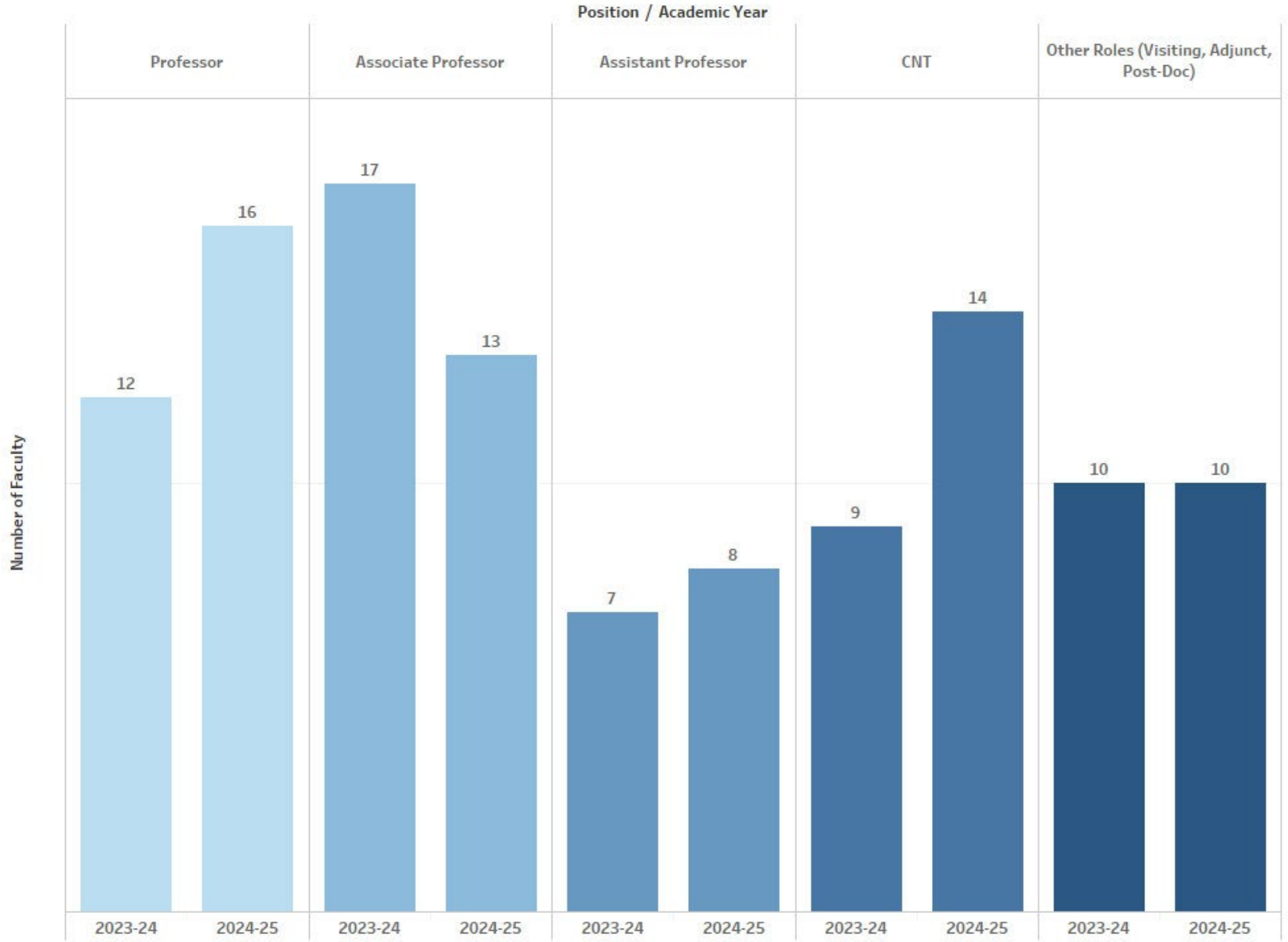
Self-Identified Concerns by Uniform Reporting Category

Categorization of faculty concerns reported by faculty, according to the Uniform Reporting Categories, as established by the International Ombuds Association. Trend from 2022-23-2024-25.



Faculty Position

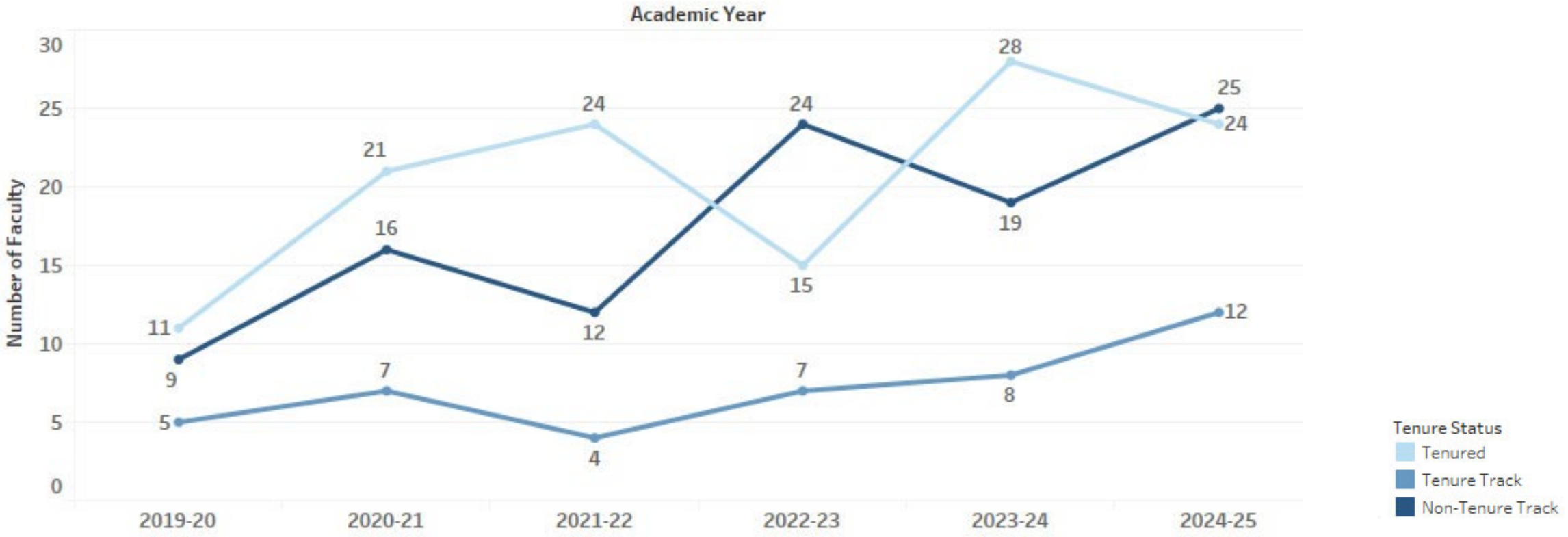
Faculty position of faculty who consulted with the Ombuds Office.



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Faculty Position - Tenure

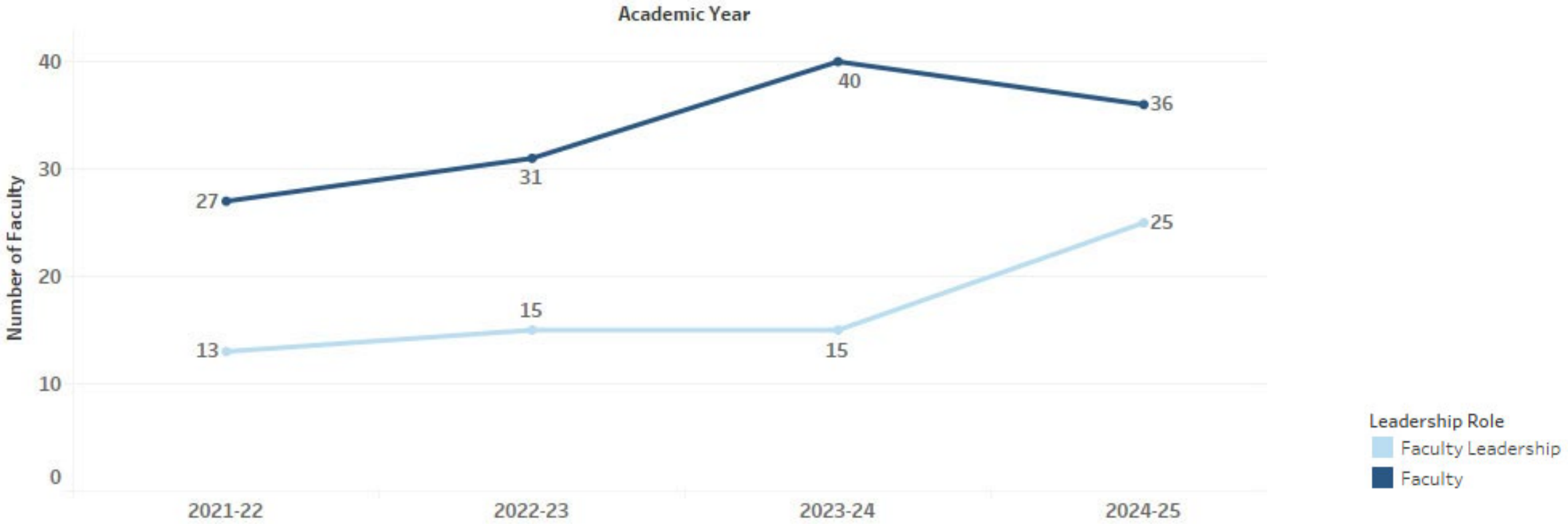
Categorization of the tenure status of faculty who consulted with the Ombuds Office.



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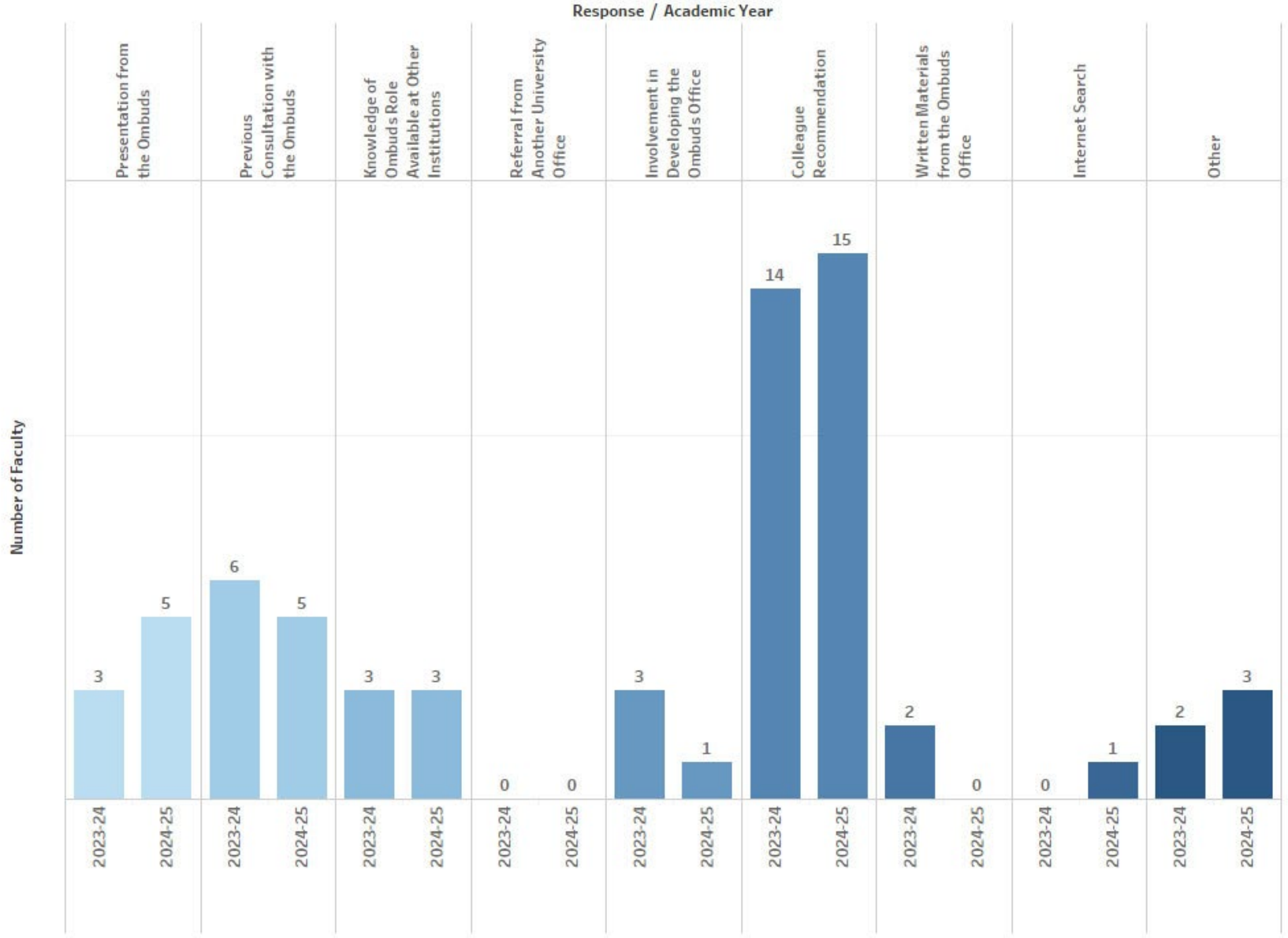
Faculty Position - Leadership

Categorization of the faculty leadership position of faculty who consulted with the Ombuds Office.



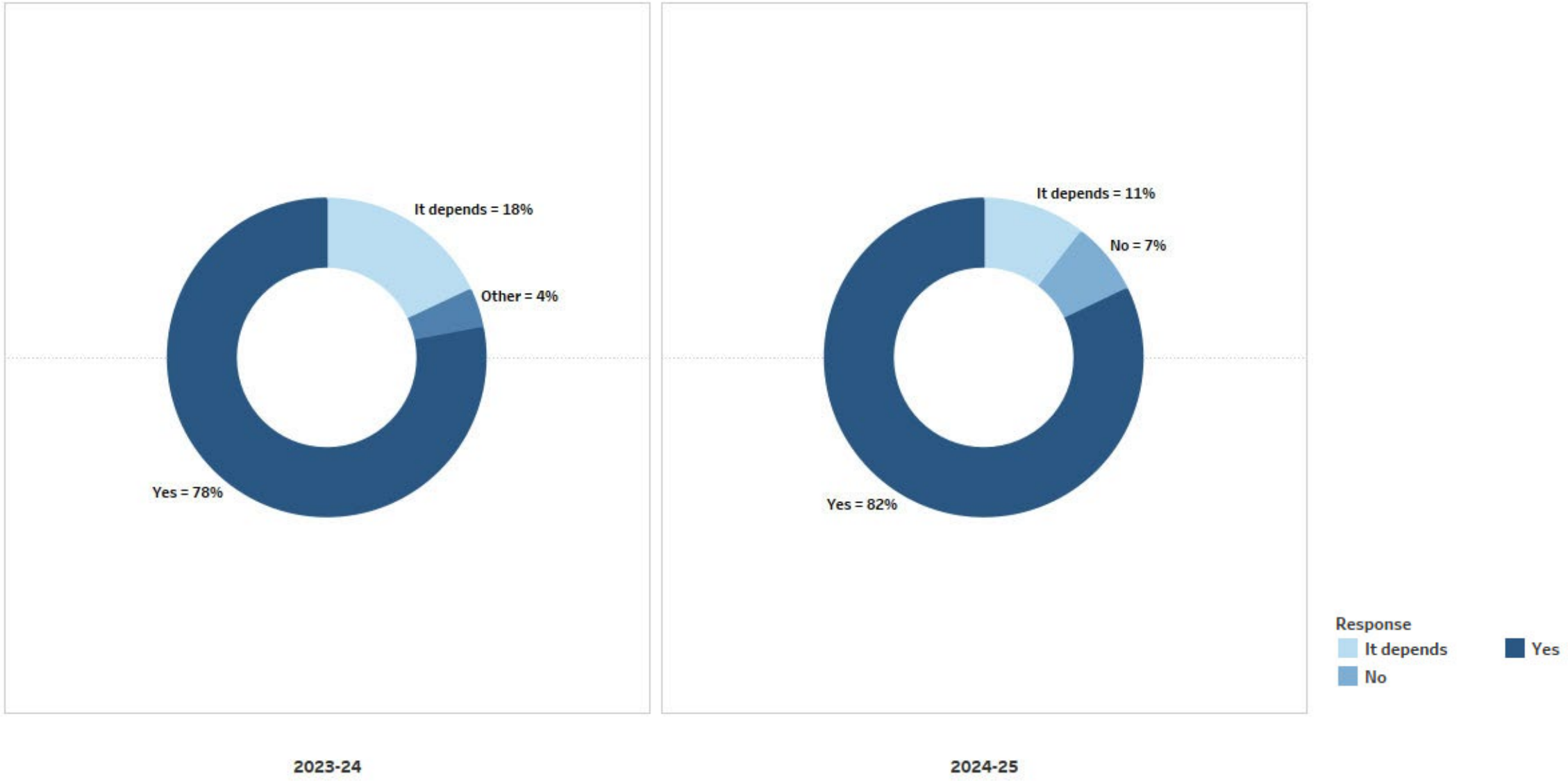
Faculty Awareness of the Ombuds

Categorization of how faculty became aware of the Ombuds Office.



Intention to Consult with Ombuds Office for Future Concerns

Faculty responses to whether they intend to consult with the Ombuds Office in the future (yes, no, it depends, other) for the 2023-24-2024-25 academic years.



Intention to Recommend Ombuds Office to Colleagues with Concerns

Faculty responses to whether they intend to recommend the Ombuds Office to colleagues with concerns (yes, no, already did, other) for the 2023-24-2024-25 academic years.



Five-Year Review

My sincere thanks to campus partners in conflict management. Together, we accomplished these results through our collaboration:

- Faculty
- Administrators
- Staff
- Faculty Congress
- Provost’s Office
- President’s Office
- CFLS
- VITAL
- UNITAS and other offices
- Programs
- Organizations



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