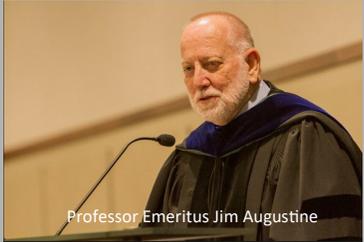




# FACULTY OMBUDS



Professor Emeritus Jim Augustine

## 12th Annual Report 2017-2018

**CONFIDENTIAL**  
**NEUTRAL**  
**INFORMAL**  
**INDEPENDENT**

**Faculty Questions,  
Concerns, Issues,  
or Inquiries**

**NUMBERS OF VISITORS**  
**12 years = 600**  
**2017-2018 = 50**  
**Carnegie avg = 54**

**NOT AN OFFICE  
OF NOTICE**  
**NOT MANDATED  
REPORTERS**

**What we do:  
Listen,  
Clarify Issues,  
Develop Options,  
Provide Information**

## VISITOR CONCERNS

- (1) **Evaluative Relationships** - Questions, concerns, issues, or inquiries arising between people in evaluative relationships (i.e. senior faculty-junior faculty, program director faculty, chair-faculty, dean-faculty, faculty-student). (17 visitors in 2017-2018) (163 visitors all years - 27%)
- (2) **Career Progression and Development** - Questions, concerns, issues or inquiries about administrative processes and decisions regarding entering and leaving a job, or what it entails, (i.e., recruitment, nature and place of assignment, job security, and separation). (12 in 2017-2018) (118 visitors all years - 20%)
- (3) **Peer and Colleague Relationships** - Questions, concerns, issues, or inquiries involving peers or colleagues who do not have a direct supervisory relationship (e.g., two faculty members within the same department or conflict involving faculty members of the same college or unit). (3 visitors in 2017-2018) (76 visitors all years - 13%)
- (4) **Legal, Regulatory, Financial and Compliance** - Questions, concerns, issues, or inquiries that may create a legal risk (financial, sanction etc.) for the organization or its members if not addressed, including issues related to waste, fraud, or abuse. (8 visitors in 2017-2018) (56 visitors all years - 9%)
- (5) **Compensation & Benefits** - Questions, concerns, issues or inquiries about the equity, appropriateness and competitiveness of employee compensation, benefits, and other benefit programs. (6 visitors in 2017-2018) (52 visitors all years - 9%)
- (6) **Values, Ethics, and Standards** - Questions, concerns, issues, or inquiries about the fairness of organizational values, ethics, and/or standards, the application of related policies and/or procedures, or the need for creation or revision of policies, and/or standards. (3 visitors in 2017-2018) (49 visitors all years - 8%)
- (7) **Services/Administrative Issues** - Questions, concerns, issues or inquiries about services or administrative offices. (No visitors in 2017-2018) (32 visitors all years - 5%)
- (8) **Safety, Health, and Physical Environment** - Questions, concerns, issues or inquiries about Safety, Health, and Infrastructure-related issues. (1 visitor in 2017-2018) (31 visitors all years - 5%)
- (9) **Organizational, Strategic, and Mission Related** - Questions, concerns, issues, or inquiries that relate to the whole or some part of an organization. (No visitors in 2017-2018) (23 visitors all years - 4%)

No emails, please!



Please call

803.463.1384



Previous annual reports may be found at:  
[www.sc.edu/ombuds/annual.shtml](http://www.sc.edu/ombuds/annual.shtml)

**Carolinian Creed**  
Leadership. Compassion. Integrity. Respect. Acceptance.

**Our goal:**  
**Fairness**  
**Objectivity**  
**Impartiality**