**Inputs**

**Activities**

**Participation**

**Outputs**

**Outcomes - Impact**

**Challenges**

Campus climate development needs both formal and informal strategies.

Workplace conflicts need impartial party who provide alternative dispute resolution.

Employees and students need help adjusting to accelerated continual change.

Constructive student and employee feedback to leaders need impartial third party.

**Intended Outcomes**

Establish a safe space as a confidential resource for students and employees to engage in empowered decision-making and provide organizational feedback to campus leaders.

**Our investment**

Two full time Ombudsperson

Office of Ombuds Services

International Ombudsman Association (IOA) Training

Meet requirements for the IOA Certified Organizational Ombudsman Practitioner (CO-OP)

Outreach, web site, social media, and print materials

**What we do**

Consult graduate students, faculty, and staff related to situations at work

Engage in informal mediation

Coach visitors how to navigate difficult situations to make an empowered decision

Provide feedback to campus leaders

Provide training to campus community

Engage in marketing of Office of Ombuds Services introducing the office to units

Engage in campus synergistic activities

**Who we reach**

Graduate Students

Faculty

Staff

Faculty Senate

Campus Leaders

Graduate School

Human Resources

General Counsel

Student Life

**Short Term Impact**

(1-3 Years)

UT Ombud staff continue meeting requirements for CO-OP

Potential visitors gain a general understanding of ombuds services and alternative dispute resolution

Maintain annual visitor volume at 350 to 400 visitors

Launch 3 to 5 training programs that address Ombuds observation

**Long Term Impact**

Contribute to fostering positive campus cultural climate

Lead a cultural change where visitors regularly engage in empowered decision-making at their work/academic environment

Help visitors navigate alternative dispute resolution

Regularly provide campus leaders with feedback that is otherwise unavailable to them