NDSU OMBUD’S OFFICE

A service for faculty to address concerns related to their employment, such as:
- Salary/benefits
- Performance, Evaluation, Promotion
- Discipline
- Peer or Supervisory Relationships
- Staff, Faculty, and Student Conduct
- Discrimination and Harassment
- Intellectual Property
- Job Satisfaction and Performance
- Policy Concerns
- Policy Compliance
- Safety & Health
- Bullying
- Retaliation
- Power Abuses
- Unfair Treatment
- Civility/Respect
- Cross-Cultural Communication
- Ethics/Values/Standards
- Other

HOW IT WORKS
Call or email for an appointment to meet and discuss about what concerns you, to consider options, weigh pro’s and con’s of potential actions, and make decisions.

WHERE
Room 20c, NDSU Library
Or at a location of your choice

CONTACT INFO • 701-231-5114 • Kristine.paranica@ndsu.edu

NDSU.EDU/OMBUD

INDEPENDENT
CONFIDENTIAL
NEUTRAL
INFORMAL

Services
- Consultation
- Coaching
- Mediation
- Group Facilitation
- Team Development
- Workshops
- Presentations

PURPOSE
- Manage Conflict
- Improve Climate
- Enhance Communication
- Inspire Change
- Provide a Space to Voice Concerns
- Increase Opportunities to Resolve Issues at the Lowest Possible Level