

# 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](mailto:Kristine.paranica@ndsu.edu)**

**[NDSU.EDU/OMBUD](http://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