

# Employee Resources for Conflict Resolution

Office and Employees Served	Description	Contact
<b>Office of the Ombuds</b> <i>All Employees</i>	<b>Ombuds:</b> Confidential, neutral, informal and independent resource for work-related issues and conflicts.	<b>A search is being conducted for a new Ombuds.</b>
<b>Faculty Ombuds</b> <i>Faculty</i>	<b>Ombuds:</b> Confidential, neutral, informal and independent resource for work-related issues and conflicts.	<b>Kathy Rickard</b> <b>Phone:</b> (970) 491-5121 <b>Email:</b> <a href="mailto:kathryn.rickard@colostate.edu">kathryn.rickard@colostate.edu</a> <b>Web:</b> <a href="https://ombuds.colostate.edu">https://ombuds.colostate.edu</a>
<b>Vice Provost for Faculty Affairs</b> <i>Faculty</i>	Serves as a neutral resource for faculty encountering work-related issues and conflicts	<b>Dan Bush</b> <b>Phone:</b> (970) 491-0212 <b>Email:</b> <a href="mailto:dbush@colostate.edu">dbush@colostate.edu</a>
<b>Employee Assistance Program (EAP)</b> <i>All Employees</i>	<b>EAP:</b> Counseling, crisis intervention, work/life resources and guidance, legal and financial planning assistance, traumatic event debriefing, departmental support, consultation, and training.	<b>ONSITE: Jan Pierce</b> Campus Delivery 6006 <b>Phone:</b> (970) 491-3437 <b>Email:</b> <a href="mailto:jan.pierce@colostate.edu">jan.pierce@colostate.edu</a> <b>Web:</b> <a href="https://eap.colostate.edu">https://eap.colostate.edu</a>  <b>ComPsych, 24 hours/day</b> <b>Phone:</b> 1-800-497-9133 ID: CSUEAP <b>Web:</b> <a href="https://guidanceresources.com">https://guidanceresources.com</a>
<b>Human Resources Employee Relations</b> <i>All Employees</i>	<b>Offers consulting services to employees, supervisors and managers regarding:</b>  Rule and Policy Interpretation Leave Coordination, including FMLA Consultation Performance Management Employee/Supervisor Conflict Resolution Workplace Behavior Consultations Coaching Training Grievance Process	<b>Jeff Milton</b> 555 S. Howes St., Suite 210 6004 Campus Delivery <b>Phone:</b> (970) 491-2554/491-6947 <b>Email:</b> <a href="mailto:jeff.milton@colostate.edu">jeff.milton@colostate.edu</a> <b>Web:</b> <a href="http://www.hrs.colostate.edu">www.hrs.colostate.edu</a>
<b>University Grievance Officer</b> <i>Faculty and Administrative Professional Employees</i>	Administers procedures outlined in Academic Faculty & Administrative Professional Manual Sections K, E.11, E.15, E.16, and E.17. Focuses on recommendations, actions and decisions by supervisors and administrators that grievants believe are unfair, unreasonable, arbitrary, and/or capricious. Resolution can include conciliation, referral to other units, mediation, and/or a formal grievance hearing.	<b>Richard Eykholt</b> Engineering D103 1875 Campus Delivery <b>Phone:</b> (970) 491-7366 <b>Email:</b> <a href="mailto:UGO@ColoState.edu">UGO@ColoState.edu</a> <b>Web:</b> <a href="https://www.colostate.edu/faculty-and-staff/university-grievance-officer">https://www.colostate.edu/faculty-and-staff/university-grievance-officer</a>
<b>Office of Equal Opportunity</b> <i>All Employees and Students</i>	<ul style="list-style-type: none"> <li>• Information on discrimination, harassment and consensual relationships policies.</li> <li>• Complaint procedures, including informal and formal resolution processes, for discrimination, harassment and retaliation.</li> <li>• Evaluation and designation of disability status for employees.</li> <li>• Facilitation of reasonable accommodations for employees with disabilities.</li> </ul>	<b>Jennifer Mayhew</b> 101 Student Services 0160 Campus Delivery <b>Phone:</b> (970) 491-5836 <b>Email:</b> <a href="mailto:Jennifer.Mayhew@colostate.edu">Jennifer.Mayhew@colostate.edu</a> <b>Web:</b> <a href="https://oeo.colostate.edu">https://oeo.colostate.edu</a>

<p><b>Vice President for Diversity</b> <i>All Employees</i></p>	<p>Serve as a neutral resource for faculty and staff encountering work-related issues and conflicts related to diversity and inclusion.</p> <p>Respond to incidents of bias that are reported through the Bias Reporting system.</p> <p>Provide pro-active problem solving and serve as a referral to other campus resources as each situation dictates.</p>	<p><b>Linda Krier</b> 645 S. Shields Ave. 0135 Campus Delivery <b>Phone:</b> (970) 491-1964 <b>Email:</b> <a href="mailto:Linda.Krier@colostate.edu">Linda.Krier@colostate.edu</a> <b>Web:</b> <a href="https://diversity.colostate.edu">https://diversity.colostate.edu</a></p>
<p><b>Student Resolution Center</b> <i>Students and Faculty</i></p>	<p><b>Conflict Resolution Services:</b> Serves as a proactive, problem-solving and non-adjudicative resource for students with conflicts, and faculty and staff on matters involving students.</p> <p><b>Student Conduct Services:</b> Assists faculty and staff with issues of academic dishonesty and guidance for students with disruptive or concerning behaviors that allegedly violate the Student conduct Code.</p>	<p><b>Melissa Emerson</b> 501 West Lake St., Suite A 8015 Campus Delivery <b>Phone:</b> (970) 491-7165 <b>Email:</b> <a href="mailto:Melissa.Emerson@ColoState.edu">Melissa.Emerson@ColoState.edu</a> <b>Web:</b> <a href="https://resolutioncenter.colostate.edu">https://resolutioncenter.colostate.edu</a></p>
<p><b>Student Case Management</b> <i>Students and Employees who are Students</i></p>	<p>Student Case Management &amp; Referral Coordination provides crisis prevention and intervention services. In difficult situations such as medical, mental health, behavioral, personal or family crisis, illness or injury, a student may find it difficult to navigate the resources and services available. Student Case Managers consult with students, faculty, staff, families, and providers to offer guidance on the next best steps.</p>	<p><b>Jennifer D. Van Norman</b> 501 West Lake St., Office B 8051 Campus Delivery <b>Phone:</b> (970) 491-8051 <b>Email:</b> <a href="mailto:help4rams@colostate.edu">help4rams@colostate.edu</a> <b>Web:</b> <a href="http://www.studentcasemanagement.colostate.edu">http://www.studentcasemanagement.colostate.edu</a></p>

08/01/2019