



Contact Information

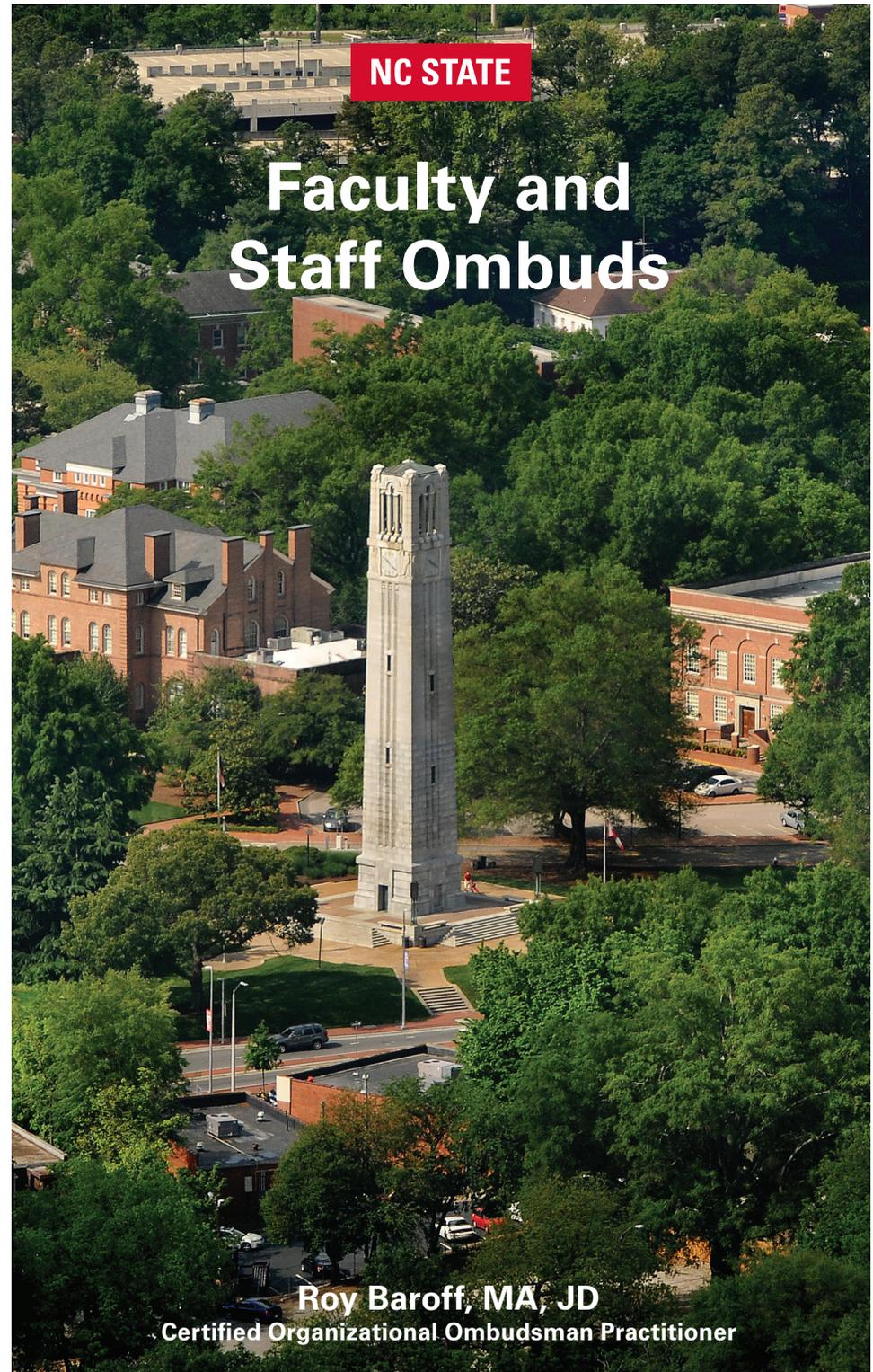
Meeting times are by appointment only and are flexible to fit your schedule.
(To maintain confidentiality, consider using personal time for appointments.)

NC State Faculty and Staff Ombuds

Roy Baroff

- > 919.935.0922 (direct line)
- > Campus email:
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- > Websites:
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- > Office location:
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Raleigh, NC 27605

(Do not use email for confidential communications. All email messages sent to or received by an NC State account are subject to North Carolina public records law. Messages are retained and may be disclosed to third parties.)



Faculty and Staff Ombuds

Roy Baroff, MA, JD

Certified Organizational Ombudsman Practitioner

The Ombuds Office

NC State's Faculty and Staff Ombuds Office is part of the university's comprehensive issue and conflict management programs.

The ombuds can be your trusted navigator:

- > Empower faculty and staff to overcome issues, conflicts and workplace barriers
- > Provide information and identify resources to strengthen work relationships
- > Support constructive problem solving and inform decision making
- > Share systemic concerns with campus leaders for review and engagement while preserving the confidentiality of the information source

The office is:

Confidential — All communication is off the record, with disclosure taking place only under certain conditions:

- > With the employee's permission and ombuds agreement
- > When there is imminent risk of serious physical harm
- > Or as otherwise required by law

Informal — The office does not participate in formal internal university processes or actions. Contact with the office does not place the university on notice of any issue, concern, grievance, complaint or claim. The office does not keep records with identifiable information.

Impartial — The office does not take sides in an issue. The ombuds seeks to develop options, facilitate understanding and enhance communication to reach acceptable outcomes.

Independent — The office operates independent of ordinary line and employee structures. It makes periodic administrative reports to university leadership. The ombuds is an independent contractor, not an NC State employee.

The ombuds does:

- > Listen to concerns of all faculty and SHRA and EHRA nonfaculty employees
- > Discuss issues off the record and provide conflict-management coaching
- > Explore ways to manage and resolve problems
- > Identify and explain other university resources
- > Share issues with the university in a confidential manner

The ombuds does not:

- > Participate in formal internal university investigations or processes
- > Serve as a contact to place the university on notice of any issue, conflict, grievance, complaint or claim
- > Provide legal advice
- > Provide mental health counseling or formal mediation services

Meet Your Ombuds



Roy Baroff has more than 30 years of conflict engagement and management experience. He is a member and credentialed by the International Ombudsman Association as a Certified Organizational Ombudsman Practitioner and also serves on the association's board of directors. He is an experienced mediator, attorney and educator who served as an adjunct professor at the Elon University School of Law, UNC Greensboro and the UNC-Chapel Hill School of Law.

“After speaking with the staff ombuds, I felt like a huge weight had been lifted off of my shoulders!”

“I would recommend the office to other faculty who may be hesitant to seek help with a university issue.”