

Customized Training

As part of the mediation process, OPR can work with The Center for Learning and Professional Development (CLPD) and other campus partners to develop customized training, based on the needs of the participants, whether individualized or for groups.

Training can be on-demand, self-paced, or live presentations.



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Office of People Relations

NMSU Workplace Issues Resolution Program

Mediation

Office of People Relations

a Division of
Human Resource Services





Why Mediation?

Office of People Relations trained staff help manage and resolve work disputes in a fair, timely and cost-efficient manner. Most mediations can be scheduled in about two weeks.

Mediation emphasizes problem solving and encourages a forward-looking approach to resolving work disputes.

It allows managers and employees to influence the process and have control over the outcome, unlike formal processes where someone else ultimately imposes an outcome.

Voluntary, Confidential & Informal

Mediation through our program is voluntary, confidential, informal and free. Workplace conflict is a workplace issue and should be dealt with during work time.

Self-Determination

Trained, impartial third parties (mediators) do not take sides, offer solutions or have decision-making authority. They help the parties focus on their interests to reach a mutually agreeable resolution.



Who We Are

We are a highly trained staff who assist NMSU employees with workplace mediation, communication-based training and alternative resources to workplace conflict. Our goal is to provide NMSU employees an early resource to resolve conflicts in the workplace.

Although OPR staff are trained mediators, we also partner with outside mediators through the State of New Mexico's Alternative Dispute Resolution (ADR) Bureau. Most of their mediators are state employees; others are trained professionals who are dedicated to giving their time to help state employees improve their workplace relationships. Mediators help facilitate the discussion by ensuring an open, respectful and effective environment for dialogue to address workplace conflict.