

5.2 Faculty Ombudspersons

~~The University Ombudsperson and other staff from the Office of Ombuds Services serve faculty, staff, and graduate students. The ombuds serve as a no-barrier first stop when faculty are seeking information and insight from a trusted consultant who is independent, impartial, confidential, and The chancellor and a committee that includes representation from the Faculty Senate shall select an ombudsperson. It is informal. The ombuds are advocates for neither the faculty nor the university, but rather a supporter of fair practices and mutual respect, fostering probity and timeliness in the administration of campus policies and practices.~~

It is expected that ~~the ombudsperson~~the ombuds will be ~~be~~ experienced in both alternative dispute resolution and university faculty affairs (including tenure, promotion, evaluation, dispute resolution, and governance), and ~~he or she~~they shall be responsible for facilitating informal conflict resolution at the request of faculty members. As a consultant, the ombuds acts as a resource for information on university policies, the faculty member's rights and responsibilities, and procedures of appeal and due process. The ombuds helps faculty members decide how best to solve problems early and generally at the lowest levels. If the faculty member has initiated an appeal through the administrative or Faculty Senate channels under section 5.3 or 5.4, they may continue to consult the ombuds for an impartial opinion and advice, but the ombuds is not permitted to participate actively in those appeals. Except as required by law, consultations with the ombuds shall not be communicated to a third party unless the faculty member gives their permission or the ombuds concludes that there is imminent risk of harm to the faculty member or others. Specifically, the ombudsperson serves as a consultant for faculty members needing advice to resolve problems and may serve as an informal mediator if the faculty member has not started an appeal through the administrative or Faculty Senate channels described in sections 5.3 and 5.4.

~~The ombudsperson is an advocate for neither the faculty nor the university, but rather a supporter of fair practices and mutual respect, fostering probity and timeliness in the administration of campus policies and practices. The ombudsperson's responsibilities as set forth in the Faculty Handbook do not include grievances initiated by administrators, students, or staff. (footnote 7) The ombudsperson is appointed under the university's human resources policies and procedures and is compensated as described in his or her appointment letter. The term of the ombudsperson shall be renewed by the chancellor with the advice and consent of the Faculty Senate.~~

~~As a consultant, the ombudsperson acts as a resource for information on university policies, the faculty member's rights and responsibilities, and procedures of appeal and due process. He or she helps faculty members decide how best to solve problems early and generally at the lowest levels. If the faculty member has initiated an appeal through the administrative or Faculty Senate channels under section 5.3 or 5.4, he or she may continue to consult the ombudsperson for a neutral opinion and advice, but the ombudsperson is not permitted to participate actively in those appeals. Except as required by law, consultations with the ombudsperson shall not be communicated to a third party unless the faculty member gives his or her permission or the faculty member brings an administrative complaint or legal action against the university or another university employee.~~

The ~~ombudsperson-ombuds~~ is not permitted to: ~~address matters subject to the special appeals processes described in section 5.1.2;~~ provide legal advice; assist in problems that are unrelated to the university; or represent the faculty member in administrative appeals or Faculty Senate Appeals Committee hearings or appeals.

The ~~ombudsperson's-ombuds~~ roles as a consultant and informal mediator are separate from the administrative appeals and Faculty Senate appeals processes. The ~~ombudsperson-ombuds~~ does not make binding decisions for the university or overrule administrative decisions. Rather, the ~~ombudsperson-ombuds~~ makes recommendations based upon ~~his or her~~their understanding of the situation, university policies and procedures, experience, and sense of fairness.

The Faculty Senate shall provide ongoing advice and assistance ~~for to~~ the ~~ombudsperson~~University Ombudsperson -on the rules and policies applicable to university faculty. The ~~ombudsperson-University Ombudsperson~~ shall issue a report to the Faculty Senate once each year on (a) the number of faculty members served, (b) the types of matters handled, (c) any recommended change to university or faculty rules or policies and the basis for the recommended change, and (d) any other matters that the ~~ombudsperson-University Ombudsperson~~ or the Faculty Senate shall deem necessary or advisable in connection with their respective roles in faculty support and governance. The annual report of the ~~ombudsperson~~ Office of Ombuds Services shall not disclose any information that the ~~ombudsperson-ombuds~~ is required to keep confidential in accordance with this section or ~~ombudsperson-ombuds~~ best practices.

The Office of Ombuds Services Staff are appointed under the university's human resources policies and procedures. The University Ombudsperson will be appointed after a search process led by the Chancellor or a designee, and the search committee will include representation from the Faculty Senate. All other ombuds staff will be appointed after a search led by the University Ombudsperson, and is highly encouraged to include representation from the Faculty Senate in the search process. The term of the ombudsperson shall be renewed by the chancellor with the advice and consent of the Faculty Senate President.

Formatted: Default