

## **FACULTY SENATE RESOLUTION ON ESTABLISHMENT OF OMBUDS OFFICE AT SETON HALL UNIVERSITY**

Whereas there are numerous observed cases of disputes between faculty and administrators, as well as between faculty members at Seton Hall, at contention often being whether basic standards of personal and professional respect and fairness are being violated, and whether established practices and norms are being followed or disregarded;

Whereas currently at Seton Hall, the only recourse to resolving such disputes is to file a grievance either through the University grievance process or to commence legal action through the Courts, the result being that these disputes in the vast majority of cases are not addressed at all or are allowed to fester;

Whereas the existence of fundamental, deep-seated, intensely felt, and persisting disagreements regarding significant professional relationships pose a significant threat to the cohesion, solidarity, and community of the University,

Whereas threats to cohesion, solidarity and community as well as violations of basic standards of respect and fairness are of direct and grave concern given the Mission of a Catholic University;

Be it resolved that an Ombuds Office be established at Seton Hall University with an act of the University President, with the Chief Ombuds Officer to report directly to the President, with the Chief Ombuds Officer to serve in a part-time capacity (compensated on a per-hour basis) and trained to investigate complaints received from faculty (against administrators) or from administrators (against faculty) in accordance with the strict ethical standards developed by the International Ombudsman Association (see attachment), with the Chief Ombuds Officer preferably to be selected from the ranks of Professors Emeriti, thus fostering greater trust among the disputants and allowing said Officer to draw on relevant knowledge of University history.

Respectfully submitted,

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