

POSITION ANNOUNCEMENT 2018-9

FACULTY OMBUDS

The Faculty Senate Executive Committee is in the process of identifying an experienced full professor interested in serving as the Faculty Ombuds. This position was created for the purpose of providing informal assistance to WSU faculty in addressing University-related complaints, conflicts or problems involving or affecting them. The goal of the WSU Faculty Ombuds is to help faculty solve problems early, informally, and at the lowest levels to minimize the need to pursue formal grievance procedures. The Ombuds uses conflict resolution methods such as mediation, facilitation, conciliation, and shuttle diplomacy, to help resolve issues. The Ombuds process does not replace the civil rights grievance procedures in PPM 3-32, and complainants will not be required to use the Ombuds' services before or instead of utilizing those PPM 3-32 procedures.

The position is for a 3-year term. The official appointment is to begin on July 1, 2019 through June 30, 2022. However, the new Ombuds will start spring semester 2019 to train with the outgoing Ombuds.

Reassigned time of 3 credits per semester, maximum 6 credits per year, will be given, including for the training period. Candidate must complete the 3 day course on Foundations of Organizational Ombudsman Practice offered annually by the International Ombuds Association. The Faculty Ombuds is not eligible to serve on other college and university committees, for example rank and tenure committees.

Each year, the Ombuds will provide a summary report to the Faculty Senate Executive Committee describing the work s/he has done throughout the year.

The successful candidate should be a full professor with at least 10 years of service at Weber State with knowledge of university departments, administration, policies and procedures. The ideal candidate should also possess strong communication skills including listening and conflict resolution methods such as mediation, facilitation, conciliation and shuttle diplomacy. The candidate should also demonstrate the ability to be impartial to help resolve issues and be able to keep all information confidential. Training may be provided as needed. Preference will be given to the candidate who has gone through formal conflict resolution training.

Applicants should **email or send a brief vita (not to exceed 3 pages focusing on Ombuds related experiences) and letter** outlining interest and experiences to Patti Glover, 210J Miller Administration Building, MC 1033 or pglover@weber.edu by December 1, 2018.

Review of applicants will begin during Fall semester. The incoming Ombuds will start in spring 2019, including one week of training off campus in April.