

The University Senate of Michigan Technological University

OFFICE OF OMBUDS

[Board of Trustees Policy 4.8](#) [\(Proposal 6-06\)](#)

Senate Policy 210.1

An Office of the Ombuds shall be established by the Senate of Michigan Technological University. Its purpose shall be to provide confidential, impartial, informal conflict resolution services to faculty, staff and students prior to the filing of any formal grievance. The Ombuds office seeks to resolve conflicts through informal mediation efforts. Ombuds mediation efforts are to be terminated upon the filing of a formal grievance, at the request of the member of the university community seeking Ombuds services, or by the judgment of the Ombuds Officer. Consultation with the Ombuds Officer will not preclude or impair other avenues of grievance, investigation, or adjudication available to faculty, staff and students.

The Ombuds Officer shall report to the President and may recommend policy changes to the President for consideration.

The Ombuds Officer shall be appointed by the appointing committee which shall consist of the following members of the Michigan Tech community: one member appointed by the President; one member elected by the Senate from among its members; one member elected by the Academic Faculty; and one member elected by Michigan Tech enrolled students. The choice of the appointing committee must be unanimous. The term of the Ombuds Officer shall continue until his/her resignation or until terminated by a two-thirds majority vote of the entire University Senate membership, or until terminated or suspended by the President, whichever first occurs.

Release time and resources required to successfully execute the duties of the Ombuds' Office shall be provided by the University as determined by the President.

Background:

Michigan Tech's ombudsman position was created in 1969, just a few years after the first such position was created in any American university. Over the years the ombudsman offices have changed considerably; recently the Provost has noticed discrepancies in the ways ombudsman cases deal with faculty and with students.

After a study of Ombuds offices elsewhere, this proposal suggests broadening the scope of the office to include faculty, staff and students in an inclusive way.

History:

Prior: 06/13/69

01/28/82

01/27/84 Changed General Faculty to Academic Faculty

Fall 2005 Policy rewritten to broaden the scope of the office to include faculty, staff and students in an inclusive way.

02/15/06 Policy revised by University lawyer

02/24/06 Rescinded former policy; new policy broadens the scope of the office to include faculty, staff and students.

07/15/10 Was previously Policy 6.4. Renumbered and changed by adding suspension or termination power in the President to comply with State law prohibiting non-terminable employment. Staff council member deleted as position no longer exists.

09/28/18 Remove appeal process of student complaints.

Proposal 6-06:

Introduced in Senate: 30 November 2005

Adopted by Senate: 18 January 2006

Approved by Administration: 30 January 2006

Revised by University Lawyer: 15 February 2006

Adopted by Senate: 15 February 2006

Approved by Administration: 21 March 2006

Approved by BOC: 24 February 2006

02 December 2018: Policy revised to current wording of Board of Trustees Policy