**ACADEMIC SENATE**

**OF**

**CALIFORNIA STATE UNIVERSITY, FRESNO**

February 13, 2023

**ESTABLISHMENT OF OMBUDSPERSON POSITIONS**

**RESOLVED**: That the Academic Senate of California State University, Fresno recognize the utility of an Ombudsperson in assisting members of campus community in finding fair and equitable resolutions to concerns that may arise on the campus; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno requests that the campus establish multiple Ombudsperson positions to serve as resources for faculty, students, and staff; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno recommend that the campus establish Ombudsperson position(s) specifically to serve faculty, an additional position(s) to specifically serve students, and additional position(s) to specifically serve staff; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno recommend that the Ombudsperson position(s) be established as an independent office(s) that issues annual reports of trends and other statistics to the campus Academic Senate (for faculty Ombudsperson), the campus staff leadership (for staff Ombudsperson), and/or campus student leadership (for student Ombudsperson), as well as the campus President; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno recommend that the campus leadership update campus APMs to allow for establishment of Ombudsperson functions that can practice according to commonly accepted professional standards of confidentiality, impartiality, independence and impartiality; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno urge that the campus leadership, in hiring individuals for Ombudsperson position(s), ensures that such persons are appropriately trained in Ombudsperson tasks, duties, and responsibilities, and possess the relevant knowledge, skills, and abilities, including conflict resolution, mediation, and so on, based on standards provided by the International Ombudsperson Association and the United States Ombudsperson Association; and be it further

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**RESOLVED**: That the Academic Senate of California State University, Fresno strongly urge campus leadership to devote sufficient resources to the development and support of such Ombudsperson positions, including resources for the proper hiring for such position(s) and for the proper functioning of each Ombudsperson position, such as campus office(s) and ongoing training opportunities; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno recommend that campus leadership ensure that all Ombudspersons are properly trained regarding the Collective Bargaining Agreement between the CSU and faculty, bargaining agreements with CSU staff, campus policies related to student rights and responsibilities, and other relevant campus policies; and be it further

**RESOLVED**: That the Academic Senate of California State University, Fresno distribute this resolution to

* CSU Fresno President,
* CSU Fresno Provost,
* CSU Board of Trustees,
* CSU interim Chancellor,
* The Academic Senate of the California State University (ASCSU),
* California Faculty Association (CFA),
* CSU Employees Union (CSUEU),
* Associated Students, Inc. (ASI)

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RATIONALE*: Ombudspersons serve as informal resources for all persons of a CSU campus community who are seeking resolution of disputes, conflicts, and disagreements. Ombudpersons provide a resource to students, staff, faculty, and administrators experiencing difficulties on campus related to the functioning of the University.*

*Ombudspersons provide support and referrals to members of the campus community, support that is confidential, neutral, informal, and independent of other campus offices. While Ombudspersons do not participate in formal legal or grievance proceedings, they can provide informal assistance on many matters. Ombudspersons can also help bring to light campus-wide issues, as well as issues systemic to the CSU. Several CSU campuses have previously had Ombuds positions, including CSU Chico, CSU Fullerton, and San José State University, sometimes separately for students and for faculty. Other campuses (Cal Poly Humboldt) maintain multiple Ombuds positions. Establishing an Ombuds position on each campus provides an additional resource to support a positive campus climate and culture, and fairness and equity on each campus.*