



**UNIVERSITY OF HOUSTON STAFF COUNCIL/FACULTY SENATE JOINT RESOLUTION
TO INSTITUTE AN OMBUDS PROGRAM AT THE UNIVERSITY OF HOUSTON**

(Approved without dissent by the UH Faculty Senate on April 20, 2005 and by unanimous vote by the UH Staff Council on April 7, 2005)

WHEREAS, The University has expressed the goal of becoming an employer of choice of both faculty and staff (hereafter called "employees"),

WHEREAS, That goal is incorporated in the University's Strategic Principle #6, Initiatives #21 and 24,

WHEREAS, Those sentiments are articulated in Governor Perry's "Best Practices for the Prevention and Detection of Fraud", #2, "Creating a Positive Workplace Environment,"

WHEREAS, That goal can be fostered by promoting an atmosphere that permits employees to voice their concerns and encourages employees to resolve misunderstandings as quickly as possible in a safe and non-judgmental environment,

WHEREAS, Best employment practices suggest that employers provide such an unbiased and non-threatening avenue of appeal,

WHEREAS, Best employment practices include both formal and informal avenues of appeal,

WHEREAS, Current methods of appeal and/or grievance available to University staff and faculty do not cover all possible problems,

WHEREAS, The loss of good employees who feel that they have no avenue of appeal both limits the depth of experience of the university workforce and costs money to hire and train replacements, and

WHEREAS, Some staff and faculty who feel that they have no where to go with their complaints or that they are not being heard may take said complaint to court, which would cost the University money for lawyer's fees and court costs, even if the University eventually won the lawsuit;

THEREFORE BE IT RESOLVED, That the University of Houston Staff Council and Faculty Senate urges the University to establish an Ombuds Office to handle disputes involving employees and hire an Ombudsperson with mediation skills to run said office,

BE IT FURTHER RESOLVED, That this Ombudsperson report to the Office of the President,

BE IT FURTHER RESOLVED, That this Ombudsperson position/office be established as soon as possible and be funded in the FY 05-06 budget; and

BE IT FURTHER RESOLVED, That both faculty and staff representatives be involved in the selection and annual evaluation of such a person, and

BE IT FINALLY RESOLVED, That the University develop policies and procedures that would allow and encourage faculty and staff members to use such a system to resolve disputes.

Allen R. Warner
President,
University of Houston Faculty Senate

4/22/05
Date

Joseph F. Papick
President,
University of Houston Staff Council

4-22-05
Date