

**Commission on Faculty Affairs**  
**RESOLUTION 2016-17E**  
**RESOLUTION SUPPORTING THE ESTABLISHMENT OF A UNIVERSITY**  
**OMBUDS FUNCTION AT VIRGINIA TECH**

Approved, Faculty Senate	February 21, 2017
Approved, Commission on Faculty Affairs	February 24, 2017
Approved, Staff Senate	March 16, 2017
Approved, Commission on Staff Policies and Affairs	April 24, 2017
Approved, Student Government Association	March 28, 2017
Approved, Commission on Student Affairs	March 2, 2017
Approved, Graduate Student Association	April 23, 2017
Approved, Commission on Graduate Studies and Polices	April 19, 2017
Approved, Commission on Equal Opportunity and Diversity	April 10, 2017
Approved, Commission on Research	March 1, 2017
Approved, Commission on Administrative and Professional Faculty Affairs	April 12, 2017
Approved, Commission on International Affairs and Outreach	April 20, 2017
First Reading, University Council	April 17, 2017
Second Reading, University Council	May 1, 2017
Approved, President	May 1, 2017
Effective Date:	upon approval

**WHEREAS**, Virginia Tech advances a working and learning environment in which all members of the university community have opportunities to thrive; and

**WHEREAS**, when conflicts arise, Virginia Tech supports a wide variety of appropriate informal and formal dispute and conflict resolution options; and

**WHEREAS**, the interests of members of the university community are well served through informal processes that include receiving information about university services and formal grievance procedures, exploration of options for addressing workplace concerns, and assistance in fashioning an equitable solution to workplace difficulties; and

**WHEREAS**, the university community will benefit from the *confidential, informal, impartial, and independent* services provided by an ombuds program reporting directly to the president of the university;

**NOW, THEREFORE BE IT RESOLVED**, that the above governance bodies support the establishment of a University Ombuds Office, reporting to the president of the university, with a charter that clearly articulates its purpose, organizational relationships, responsibilities and duties, and a commitment to the standards of practice and code of ethics as put forth by the International Ombudsman Association.

**Resolution GSA2016-17F****Approval Timeline**

Approved, GSA General Assembly

Effective Date 3/23/17

**Endorsing Delegates**

Adwoa Baah-Dwomoh

Steve Haring

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FUNCTION AT VIRGINIA TECH**

**WHEREAS**, Virginia Tech advances a working and learning environment in which all members of the university community have opportunities to thrive; and

**WHEREAS**, when conflicts arise, Virginia Tech supports a wide variety of appropriate informal and formal dispute and conflict resolution options; and

**WHEREAS**, the interests of faculty and other members of the university community are well served through informal processes where they may receive information about university services and formal grievance procedures; explore options for addressing workplace concerns; and seek assistance in fashioning an equitable solution to workplace difficulties; and

**WHEREAS**, faculty and other members of the university community will benefit from the confidential, informal, impartial, and independent services provided by an ombuds office reporting directly to the president of the university;

**NOW, THEREFORE BE IT RESOLVED**, that we support the concept of a University Ombuds Office at Virginia Tech, reporting to the president of the university, with a charter that clearly articulates its purpose, organizational relationships, responsibilities and duties, and a commitment to the standards of practice and code of ethics as put forth by the International Ombudsman Association.

**RECOMMENDATION:**

That the Joint Resolution Supporting the Establishment of a University Ombuds Function at Virginia Tech be adopted and a second reading be waived.



VirginiaTech

College of Engineering

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March 3, 2017

Diane Zahm  
Associate Professor, School of Public and International Affairs  
Chair, Committee on Faculty Ethics  
Virginia Tech  
Blacksburg, VA

Dear Dr. Zahm,

The Commission on Student Affairs (CSA) met on March 2, 2017 and deliberated the Joint Resolution Supporting the Establishment of a University Ombuds Function at Virginia Tech (**ATTACHMENT A**). Upon second reading of the Resolution, CSA has voted to approved the Resolution, and some minor corrections to the title of the Resolution and the approval timeline suggested. The Commission fully supports the intent of the Resolution and will continue to do so as the Resolution goes through the rest of the governance process.

We would like to express our thanks to you and Dr. Ellen Plummer's efforts and time presenting to the CSA both this and last semester. Please do not hesitate to contact me for any questions and comments.

Best Regards,

Matthew Y. Chan  
Chair, Commission on Student Affairs

**ATTACHEMENT A:** Joint Resolution Supporting the Establishment of a University Ombuds Function at Virginia Tech

cc: April B. Myers, Governance and Projects Coordinator, Office of the President  
Ellen Plummer, Associate Vice Provost for Academic Administration, Office of the Provost  
Chris Saunders, Vice Chair, Commission on Student Affairs  
Angela Simmons, Assistant Vice President for Student Affairs, Division of Student Affairs

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*An equal opportunity, affirmative action institution*

**RESOLUTION SUPPORTING THE ESTABLISHMENT OF A UNIVERSITY OMBUDS  
FUNCTION AT VIRGINIA**

Approved, Faculty Senate	Date
Approved, Commission on Faculty Affairs	Date
Approved, Staff Senate	Date
Approved, Commission on Staff Policies and Affairs	Date
Approved, Student Government Association	Date
Approved, Commission on Student Affairs	Date
Approved, Graduate Student Association	Date
Approved, Commission on Graduate Studies and Polices	Date
Approved, Commission on Equal Opportunity and Diversity	Date
Approved, Commission on Research	Date
Approved, Commission on Administrative and Professional Faculty Affairs	Date
Approved, Commission on Outreach and International Affairs	Date
Approved, Board of Visitors	Date

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**WHEREAS**, the interests of faculty and other members of the university community are well served through informal processes where they may receive information about university services and formal grievance procedures; explore options for addressing workplace concerns; and seek assistance in fashioning an equitable solution to workplace difficulties; and

**WHEREAS**, faculty and other members of the university community will benefit from the confidential, informal, impartial, and independent services provided by an ombuds office reporting directly to the president of the university;

**NOW, THEREFORE BE IT RESOLVED**, that we support the concept of a University Ombuds Office at Virginia Tech, reporting to the president of the university, with a charter that clearly articulates its purpose, organizational relationships, responsibilities and duties, and a commitment to the standards of practice and code of ethics as put forth by the International Ombudsman Association.

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**Commission on Administrative and Professional Faculty Affairs**

**Resolution Supporting the Establishment of a University Ombuds Function at Virginia Tech  
Resolution CAPFA 2016-17B**

First Reading by Commission on Administrative and Professional Faculty Affairs: March 8, 2017

Approved by Commission on Administrative and Professional Faculty Affairs: April 12, 2017

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