

**STAFF SENATE RESOLUTION #241**

**Title: Request to Establish an Ombudsman Program**

**Date: October 12, 2021**

**Author: Senator Czech**

**Sponsors: Senator Allred, Senator Buell, Senator Heupel, Senator Nelson, Senator Nichols, Senator Riske, Senator Van Cleave**

1 WHEREAS, in its current Strategic Plan and Four Pillars, the University of Wyoming (UW) made a  
2 commitment to enhancing workplace conditions, improving employee job satisfaction, improving staff  
3 retention; and,

4 WHEREAS, results from the recent Great Colleges to Work For Survey demonstrates that workplace  
5 conditions and employee job satisfaction at the University of Wyoming are in need of improvement, and

6 WHEREAS, issues such as workplace conflict or organizational restructuring can cause low employee  
7 morale, which can then result in decreased productivity, increased absenteeism, and higher job turnover;  
8 and,

9 WHEREAS, providing neutral and confidential ombudsman services can be an effective means of identifying  
10 problematic workplace conditions and improving job satisfaction and stability; and,

11 WHEREAS, providing neutral and confidential ombudsman services can be an effective means of identifying  
12 and addressing employment, social, and financial obstacles experienced by staff within the University; and


13 WHEREAS, the ombudsman office shall be independent of Human Resources, Office of Diversity, Equity and  
14 Inclusion, or Title IX office; and,

15 WHEREAS, the ombudsman shall report to the President and the Board of Trustees.

16 THEREFORE, be it resolved that the UW Staff Senate requests that the University of Wyoming take action to  
17 establish an ombudsman within the existing ombudsman program to serve the needs of staff; and,

18 THEREFORE, be it further resolved that the UW Staff Senate requests that a Staff ombudsman is added to  
19 the newly formed ombuds program, and the University of Wyoming adhere to best practices established by  
20 the International Ombudsman Association.<sup>1</sup>

**Date of Passage:** 12/01/2021

**“Being enacted on 12/21/2021, I do hereby sign my name hereto and approve this Senate  
action.”** 

**Staff Senate President, Chris Maki**

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<sup>1</sup> [www.ombudsassociation.org](http://www.ombudsassociation.org)