

1 Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

2  
3 March 6, 2024

4  
5 Memorandum Of Understanding Regarding The  
6 Establishment Of An Ombud Service Between Miami  
7 University And FAM, AAUP-AFT

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9 This Memorandum of Understanding ("MOU") is between FAM, AAUP-AFT ("Union") and  
10 Miami University ("University").

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12 X.1. Scope.

13 X.1.1. In order to resolve minor disputes and interpretations of this Agreement, FAM  
14 will appoint three ombuds to serve as mediators, facilitators and advisors to assist  
15 in the resolution of minor disputes between faculty members or between a faculty  
16 member(s) and a member of the University administration. At least two of these  
17 ombuds will be bargaining unit members.

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19 X.1.2. Either the Faculty Association or the University administration has the authority  
20 to direct that a particular issue involving a potential violation of this Agreement  
21 should proceed through the grievance process set forth in this Agreement in  
22 Article VII, Section D, rather than through the ombud's office.

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24 X.2. Authority of Ombuds.

25 X.2.1. The ombud shall have the following authority:

26 X.2.1.1. to attempt to amicably resolve the dispute through individual and/or joint  
27 meetings with the parties;

28 X.2.1.2. to gather information by any legal means for the purpose of attempting to  
29 resolve the dispute;

30 X.2.1.3. to make suggestions to the parties with regard to a resolution of the  
31 dispute, but in no event shall the ombud have the authority to impose a  
32 resolution against any party nor shall the ombud suggest a resolution that  
33 would constitute a violation of this Agreement.

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35 X.3. Annual Report of Data.

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The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

36 X.3.1. Ombud services will share an annual report of aggregate data with FAM and with  
37 the University community. The ombud shall provide public, summative, annual  
38 reporting of its operations, including, but not limited to: Number of visits received  
39 per year; Visitor constituencies (faculty, librarian, etc.); Concern(s) type  
40 (department climate, colleague respect/treatment, etc.); Resolution services  
41 provided by Ombud services (mediation, conflict coaching, etc.); Trainings and  
42 workshops offered. These reports should be made available in public and  
43 accessible documents.