

## MEDIATION POLICY FOR ADJUNCT FACULTY MEMBERS

The University has an Adjunct Faculty Mediation Process as a way to facilitate amicable resolution of substantive University-related disputes between adjunct faculty members and department chairs, faculty, administrators, or staff members of Villanova University. The policy calls for the appointment of a mediator (ombudsman). This mediator will not have legal or mandated authority to enact changes or redress grievances but shall proceed through negotiation and moral suasion.

### Grievance: Ombudsperson Process

The University strongly endorses the Adjunct Faculty Ombudsperson Process as a way to facilitate amicable resolution of substantive University related disputes between part-time faculty members and department chairs, faculty, administrators, or staff members of Villanova University.

A. The Office of the Provost and the Adjunct Faculty Committee shall jointly agree on a list of five full-time faculty members who agree to serve as possible ombudspersons.

B. A grieving adjunct faculty member shall first take informal steps to resolve the matter through the department chair, unless that chair is the perceived problem. In that case the grievant may approach his or her dean. If such effort is unsuccessful, the grievant may initiate the ombudsperson process by contacting either the Office of the Provost or a member of the Adjunct