

Bridgewater State University
Academic Affairs Division

RFIC No. 16 (FY24) Request for Independent Contractor

Speaking Engagement

Topic: Role of the Ombud's Office within Public Higher Education Institutions

Dates: November 28th and November 29th, 2023

Background:

In January 2024, the university will launch an Ombuds Office to provide faculty and librarians a confidential and safe space to ask questions, express concerns, and explore options to solve university-related problems that fall outside the Collective Bargaining Agreement between the Board of Higher Education (BHE) and the Massachusetts Teachers Association (MTA)/NEA/Massachusetts State College Association (MSCA). The mission of the Ombuds Office is to foster a campus culture characterized by respectful communication, fair practices, and mutual understanding. Ombuds practice within the code of ethics established by the International Ombudsman Association ([IOA Ombuds Code of Ethics](#)). This includes providing a confidential and impartial setting where faculty and librarians can seek *informal resolution* to their concerns. As noted in the Ombuds Code of Ethics, Ombuds Offices function independent of the organizational structure and decision-making of the university. The Academic Affairs Division plans to offer information sessions on the role of an Ombuds Office on November 28th and November 29th, 2023.

Scope of Work:

Bridgewater State University is searching for an independent contractor who will engage with BSU faculty members to discuss the role of an Ombud's Office at a public higher education institution. The work is to be complete on November 28th and November 29th.

Payment:

The payment for this contract engagement will be \$1,500.

Minimum Requirements to Apply for Contract:

- Education: Master's Degree accompanied by training or experience in conflict resolution or alternative dispute resolution systems.
- Training: Entry or advanced level course work or certification as an ombuds through the International Ombuds Association or similar association.
- Work Experience: 5 or more years of experience as an ombuds in a public university setting, preferably in the Commonwealth of Massachusetts.
- Previous work experience in an environment that has a faculty union.

How to apply?

Interested applicants should send a cover letter expressing interest in the contract and a current resume to Dr. Jennifer L. Pacheco, Assistant Vice President for Finance, at jpacheco@bridgew.edu no later than Friday, October 27th, 2023, at 4p.m. EST.