

### **Director of Faculty Relations Contrast to Faculty Ombudspersons (Normally)**

| <b>Director of Faculty Relations</b>   | <b>Faculty Ombuds</b>   |
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| Assists Faculty and Faculty Administrators   | Assists Faculty and Faculty Administrators  |
| Guided by MOU with Provost   | Guided by IOA Standards of Practice   |
| May use formal or informal procedures  | Always uses informal procedures   |
| Provides coaching and advice to faculty members and academic administrators  | Provides conflict coaching for faculty and faculty administrators. Does not give advice.  |
| Keeps records with names in a file and/or database, including names of those requesting assistance and those about whom complaints are made. | Keeps only statistical data and keeps no written records of names of those who initiate a request for assistance or those about whom complaints are made        |
| Receives notice on behalf of the institution. Will report allegations involving criminal conduct, harassment, discrimination, etc.           | Does not receive notice for the institution and only reports “imminent risk of serious harm.”   |
| Offers "Evaluative Mediation" (non-binding arbitration)  | Offers interest-based (non-evaluative) mediation  |
| Provides testimony if requested by University Counsel, administration, or subpoenaed   | Resists giving testimony – and will request outside counsel if University Counsel is unable to quash subpoena or prevent deposition                             |
| Confidential to the extent possible – until an investigation appears to be necessary (similar to Office of Discrimination and Harassment)    | Always confidential except in cases of “imminent risk of serious harm.” The confidentiality privilege belongs to the office and cannot be waived by individuals |

### **Contrast When DFR Investigates or Does a Conflict Assessment**

| <b>Director of Faculty Relations</b>   | <b>Faculty Ombuds</b>   |
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| At request of appointing authority, conducts formal investigations of allegations of inappropriate, disruptive, or unacceptable conduct or behaviors on the part of faculty. | Never conducts formal investigations of faculty. Assists faculty in recognizing and evaluating range of options to manage and resolve conflicts |
| Reports findings and makes recommendations to administrators with authority to take action   | Does not conduct investigations at all and does not report or recommend anything to administrators about individual cases                       |
| Conversations involving respondents may occur involuntarily on the part of respondents.  | Conversations with respondents can only occur on a voluntary basis (i.e., if respondents are willing to talk about the issues).                 |
| Consults with University Counsel about details of cases under investigation  | Does not reveal confidential information to University Counsel and consults with Counsel using only hypothetical examples                       |