

About the Faculty Ombuds Office

The Faculty Ombuds Office at Southern Oregon University is a resource for faculty who are encountering work/life challenges and issues in the work environment.

Faculty Ombuds are an informal, impartial, independent, neutral and confidential resource that faculty can voluntarily seek out to discuss a campus-related matter. The Office provides timely, off-the-record, respectful, non-judgmental, and objective conversations regarding academic or administrative questions, concerns, and/or conflicts. The Office also provides for informal mediation between parties.

Reasons to contact the Faculty Ombuds Office include workload distribution problems, promotion and or tenure issues, personality conflicts, salary concerns, student-faculty relations, communication challenges, and problem resolution. The Faculty Ombuds Office is an excellent resource if you are in need of a sounding board or if you simply are not sure where to turn for help.

Faculty Ombuds can clarify University governance structures and identify options available to faculty. Visitors are not required to speak with their students, staff, colleagues, chair, director, or administrators prior to speaking with the Faculty Ombuds. Additionally, in discussing work-related academic or administrative matters, Visitors are not expected to act on any information or options provided or discussed. Importantly, Faculty Ombuds do not advocate on behalf of a specific person or entity but rather support fair process and open communication.

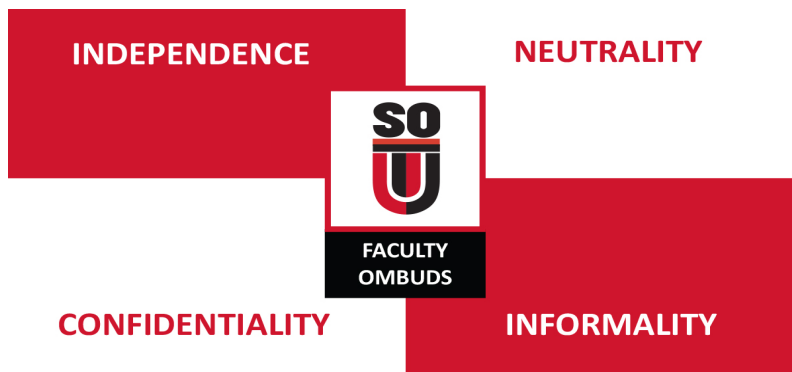
SOU's Faculty Ombuds Office is an organizational ombuds office and follows the Standards of Practice and the Code of Ethics of the International Ombudsman Association while adhering to the principles governing the University.

Sounding Board | Guidance | Problem Resolution | Mediation

sou.ombuds@gmail.com

541-207-0464

inside.sou.edu/faculty-ombuds/



INDEPENDENCE

The Ombuds is independent in structure, function, and appearance to the highest degree possible within the organization.

NEUTRALITY AND IMPARTIALITY

The Ombuds, as a designated neutral, remains unaligned and impartial. The Ombuds does not engage in any situation which could create a conflict of interest.

CONFIDENTIALITY

The Ombuds holds all communications with those seeking assistance in strict confidence, and does not disclose confidential communications unless given permission to do so. The only exception to this privilege of confidentiality is where there appears to be imminent risk of serious harm.

INFORMALITY

The Ombuds, as an informal resource, does not participate in any formal adjudicative or administrative procedure related to concerns brought to his/her attention.