

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 5019S
Date of Senate Approval 04/04/19

Statement of Faculty Senate Action:

FWDC 8: Eligibility of Ombuds for Other Service Assignments
Faculty Handbook Section [10.5.13](#)

Effective date: Immediately

Summary: This document places restrictions on committee service for which the Ombuds Team members are eligible.

Rationale: The Ombuds team members, by the nature of their work, engage in confidential conversations that may be related to workplace behavior concerns and/or interpersonal conflicts between members of the university community. Because of their knowledge of these confidential issues, the Ombuds team members should not serve on committees making decisions related to personnel matters. Excluding the Ombuds team members from these roles will help protect confidentiality, prevent any possible conflict of interest, and ensure that information disclosed to an Ombuds team member will not adversely affect faculty members, particularly with regard to decisions of reappointment, promotion, tenure, or post-tenure review.

Add to the end of 10.5.13:

Due to the sensitive nature of their work, Ombuds team members will be ineligible to serve on the Committee of Tenured Faculty, the Post-Tenure Review Committee, the Faculty Hearings Committee, the Faculty Grievance Committee, the Faculty Senate, and the Academic Appeals Board during the time period covered by their terms and the following year. An additional year's leave of absence from service on any of these committees may be requested by contacting FWDC at least 5 days prior to the relevant election(s). When considering an Ombuds team member for appointment to any other committee or service assignment, including department chair or program director, FWDC and the Provost should carefully consider both the confidential nature of the Ombuds work and the potential for a high workload.