

TO: Members of the Academic Council

RE: APPOINTMENT OF FACULTY OMBUDSMAN

The Executive Committee of the Academic Council recommends reappointment of Jeffrey R. Dawson, Professor Emeritus of Immunology for a two-year term as Faculty Ombudsman beginning July 1. The Ombudsman is appointed by the Academic Council and reports directly to the President. President Brodhead is supportive of this appointment.

Professor Dawson has served seven terms on Academic Council and one on its Executive Committee. Included in his extensive university service, Professor Dawson served as a member and faculty co-chair of the President's Committee on Facilities and the Environment for fifteen years, a member and chair of the Basic Medical Scientists Coordinating Committee for several years, and chaired the APT committee for the Department of Immunology for fourteen years. He has also served on several search committees and committees for performance reviews of senior administrators and medical school departments. He currently serves on the executive committee of the Duke University-National University of Singapore Graduate Medical School.

EXCERPTS - Appendix N of the Faculty Handbook

[http://www.provost.duke.edu/pdfs/fhb/FHB\\_App\\_N.pdf](http://www.provost.duke.edu/pdfs/fhb/FHB_App_N.pdf)

### III. Jurisdiction

A. The ombudsman and the FHC shall have jurisdiction to consider complaints from faculty and instructional staff concerning one or more of the following matters:

- 1) Dismissal for misconduct or neglect of duty.
- 2) Termination of appointment prior to its expiration date.
- 3) Disputed claims by a faculty member to the existence of tenure.
- 4) Allegations of violation of academic freedom.
- 5) Allegations of violation of academic due process with respect to an adverse employment or disciplinary action, including allegations of biased or prejudiced conduct by a decision-maker of a substantial nature that likely had a material impact on the outcome of the proceedings.
- 6) Allegations of adverse employment actions involving discrimination on the basis of race, creed or religion, color, veteran status, sex, sexual preference, age, national or ethnic origin, or handicap. Adverse employment actions include actions with respect to the member's rank, salary, fringe benefits, sabbatical and other leaves with or without compensation, workload or work assignment, promotion, tenure, and extension or termination of employment.
- 7) Allegations of damaging instances of harassment directed against the complainant by other members of the university community after failure of a university officer or agency to resolve the matter.
- 8) Appeals from the findings by a harassment grievance hearing panel or the decision by a responsible official based on such findings.

### IV. Procedures

A. The Ombudsman.

The purpose of the ombudsman is to receive complaints from members of the faculty and instructional staff, to investigate those complaints, and to attempt to resolve the complaints through conciliation.