

Summary Table of Options Available for Faculty Dispute Resolution at the University of Washington

Please note: The Secretary of the Faculty is a good starting point.

He or she is equipped to help guide faculty members through the advantages of each option available.

<u>Kinds of Disputes</u>	<u>Office of Inquiry</u>	<u>Option</u>	<u>Services Available</u>	<u>Time considerations</u>
Full range of faculty issues, including tenure & promotion.	Department Chair or Dean	Administrative review www.washington.edu/faculty/facsenate/handbook/Volume2.html	Faculty members have the right to request a discussion with his or her department chair or dean.	.
	Law School Mediation Clinic www.law.washington.edu/Clinics/Mediation.html	Mediation	Facilitate mediation process to assist parties in conflict to find mutually acceptable resolution. Confidentiality: State law provides protection for mediation communications.	
	Office of the Ombudsman www.washington.edu/about/ombudsman/	Conciliation www.washington.edu/faculty/facsenate/handbook/Volume2.html Advice and Counsel	Provides client-focused services for preventing, managing and resolving conflict among students, staff, and faculty. All confidential communications that occur between the Ombudsman and users of the Ombudsman programs and services are protected from disclosure to others.	Check with Ombudsman re. the nature of the issue.
	Secretary of the Faculty www.washington.edu/faculty/sharedgov/	Adjudication www.washington.edu/faculty/facsenate/handbook/Volume2.html Advice and Counsel	Faculty panel decides for or against petitioner and sends recommendation to President for final decision. All confidential communications are protected from disclosure to others.	Strictly defined limitations on timing of process: consult SecFac as soon as possible
Discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability, or status as a disabled veteran or Vietnam era veteran (University Handbook, Volume 4, Part V, Chapter I).	University Complaint Investigation & Resolution Office www.washington.edu/admin/risk/services/uciro.html	Investigations and Resolutions	Responds to requests for internal investigations by an individual with a complaint about a University employee or by the administrative head of a University organization.	Will not accept matters for investigation which occurred more than 365 days prior to request for investigation.
	Chair or Head of a Department	Local Investigation and Resolution	The University encourages resolution of complaints at the lowest local level. Individuals are encouraged to discuss complaints against University employees with the appropriate supervisor.	
Any issue of conduct or conflict in the University environment.	Ombudsman www.washington.edu/about/ombudsman/	Resources for Dispute Resolution	Provides options for conflict management & resolution, conciliation, mediation and referral services. All confidential communications that occur between the Ombudsman and users of the Ombudsman programs and services are protected from disclosure to others.	Check with Ombudsman re. the nature of the issue.
All types of disputes except family matters.	Law School Mediation Clinic www.law.washington.edu/Clinics/Mediation.html	Mediation	Facilitate mediation process to assist parties in conflicts (other than family matters) to find mutually acceptable resolution. Confidentiality: State law provides protection for mediation communications.	