



U-M Faculty Ombuds Position Description Ann Arbor Campus

How to Apply

Send CV and letter of interest to: facultyombuds2025@umich.edu

Application review will begin the week of April 7, 2025.

Job Summary

The successful candidate will serve as one of two University-level ombuds for faculty on the Ann Arbor campus. The faculty ombuds are a confidential, impartial, informal, neutral, and independent resource for information and assistance to faculty members, focused on helping to resolve academic and administrative concerns and disputes. This role is a unique opportunity to support faculty success and well-being, core institutional values, and an equitable campus community. For more information about the University Faculty Ombuds, please see the Charter document [here](#).

Ombuds respond to queries and concerns from faculty across campus, inform them about relevant policies and procedures, and work with faculty and administrators in departments and units on resolution of concerns.

This is a 50%, year-round (12-month) appointment, with a likely duration of three (3) years.

Responsibilities

Serve as one of two University ombuds for faculty on the Ann Arbor campus.

Meet with faculty members to assist in determining the nature of questions, complaints, concerns, or problems, to advise on policy, and to identify and explore appropriate avenues for redress, based on the nature of the issues.

Identify and maintain a network of University resources available to assist in achievement of resolution (e.g., [unit faculty ombuds](#)).

Where appropriate, work with and between faculty members and administrators to facilitate the resolution of issues.

Refer concerns, as appropriate, to other University offices or external organizations.



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Make recommendations regarding equitable resolutions to problems [in line with the mission of the University Faculty Ombuds Office](#), and monitor their implementation.

Maintain confidentiality within the constraints of the position, University policies, and Michigan law.

Liaise with local ombuds in University units and at other Universities.

Liaise with University staff and student ombuds.

Promote fairness and equity in University systems and institutional level policies, processes, and procedures.

Promote a proactive, visible faculty ombuds system.

Prepare summary reports for University administration and the Senate Advisory Committee on University Affairs (SACUA), Senate Assembly committees, or the Senate Assembly as a whole regarding numbers and types of complaints, interventions, outcomes, and other issues, within the limits of confidentiality.

Make recommendations to senior administration about matters that may require a review of University policies, procedures, and/or structures.

General support is provided by the Office of the Provost.

For more information about the faculty ombuds see <https://facultyombuds.umich.edu/>

Qualifications

Current tenured faculty appointment on the Ann Arbor campus is required; this is a 50% appointment.

Considerable knowledge of policy administration, counseling, or advising, preferably beyond a single unit.

Experience in understanding and addressing complex matters on campus, especially ones that span disciplinary and college/school boundaries.

Considerable knowledge of the University policies, rules, procedures, organization, and governance; familiarity with the activities of faculty across the breadth of campus units, including central campus, north campus, and the medical campus.

Demonstrated excellence in communication, including the ability to conduct difficult conversations, and outstanding listening skills.



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Demonstrated sensitivity to faculty-related issues and concerns, and ability to serve in a neutral and impartial role with faculty and administration.

Please note that the successful candidate would not be able to hold an academic administrative leadership role concurrent with the ombuds role (e.g., chair, associate/assistant chair/dean, or division chief)

U-M EEO/AA Statement

The University of Michigan is an equal opportunity employer.