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CONFLICT OF ROLES AND INTERESTS POLICY, (Ex-Comm)

Abstract

In response to the need for clarity and consistency in the procedures around identifying and working through conflicts of roles and interests that occur between and among our faculty who serve on evaluative committees across campus, we offer the following changes to the Conflict of Interest Policy.

Key Words: *conflict, roles, interests*

Author/Source

ExComm

Responsible Unit

ExComm/Senate

History

| Version | Approved | Revisions(s) |
|---------|-----------|--|
| | | · <i>Addition of definitions</i> |
| 2 | current | · <i>Addition of resolving disagreements</i> · <i>Addition of specific resolutions for conflicts of roles and interests</i> |
| 1 | Fall/1986 | Original |

Policy

This policy is a revision to the policy that was approved by the Academic Senate on October 28, 1986. Faculty serving on committees that serve to evaluate other faculty members, staff or students, should not do so if they have a conflict of role or interest that has, or has the appearance of having, influence on their evaluative decisions.

I. **Conflicts of Roles and Interests**

A conflict of roles is defined as circumstances in which there is a risk that a current or past relationship compromises, or could have the appearance of compromising, a faculty member's judgment with regard to the candidate. A conflict of interest will be defined as circumstances in which there is a financial connection between an evaluative committee member and an individual under review such that the financial connection compromises or has the appearance of compromising a faculty member's judgment with regard to the candidate. Under any circumstances in which a faculty member may have a conflict of role or a conflict of interest related to an individual that they would have cause to evaluate while serving on a committee, that faculty member must report that conflict of role or interest to the committee chair or, if they are the chair of the committee, to the Dean of Equity Initiatives. Faculty reporting conflicts of role or interest must recuse themselves from service on the evaluation committee until the period of review has concluded.

II. **Resolutions**

When a committee member must recuse themselves from the committee for the period of review, an appropriate substitute shall be designated by the academic senate or appropriate administrator to ensure that evaluations remain fair for the individuals being evaluated. For instance, if a faculty member recuses themselves from an RTP committee, then the faculty will vote for a replacement. If a member of a senate committee must recuse themselves, a substitute could be appointed, voted in by the senate body, or a special election may be formed such that the substitute is chosen in a similar fashion to the other members of the committee.

When disagreements exist about whether a faculty member has a conflict of role or interest, the arbitrator of that disagreement will be the Dean of Equity Initiatives

Signed Memo:

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