Conflict of Interest:

Current Verbiage:

With respect to professional relationships, if anyone involved in the P&T evaluation process has a professional relationship with a candidate under consideration, he or she must declare the nature of the professional relationship before any discussion takes place. In addition, the specific nature of the relationship should be noted in any written evaluation. If, after consultation, the unit P&T committee chair or the Senior Vice Provost for Academic Affairs feels that the process would be compromised by the participation of any individual, that faculty member must recuse him or herself from any discussion or voting on that particular case.

In some cases, the candidate’s supervisor will participate in the preliminary discussions of the unit P&T committee in order to provide information on process prior to deliberations. However, the supervisor may participate only if invited by the unit committee and must not be present for the deliberations. Supervisors who have a past or current personal or professional relationship with the candidate that might compromise the evaluation process (example: former advisee undergoing evaluation) must either recuse themselves from the process and find a substitute, or state the nature of the relationship at the beginning of the evaluation letter. In no case will they participate in the voting as a member of the committee. This includes cases such as department heads serving on College level P&T committees. In such cases, department heads must recuse themselves from the discussion and voting on any case related to their own department.

Proposed Revisions:

With respect to professional relationships, if anyone a unit or college level supervisor or P&T committee member involved in the P&T evaluation process has a professional relationship with a candidate under consideration, that may result in a conflict of interest he or
she must declare the nature of the conflict of interest professional relationship before any discussion takes place. A conflict of interest occurs when the evaluating party could realize personal, financial, professional, or other gain or loss as a result of the outcome of the P&T process, or when the objectivity of the evaluating party could be impaired by virtue of the relationship. In addition, the specific nature of the conflict of interest relationship should be noted in any written evaluation statement to the unit or college P&T committee chair. If the P&T committee determines that the process would be compromised by the participation of the individual with a conflict of interest, that faculty member must recuse him or herself from any discussion or voting on that particular case. If, after consultation, the unit P&T committee chair or the Senior Vice Provost for Academic Affairs feels that the process would be compromised by the participation of any individual, that faculty member must recuse him or herself from any discussion or voting on that particular case.

In some cases, the candidate’s supervisor of the candidate’s unit or college will participate in the preliminary discussions of the unit or college P&T committee in order to provide information on process prior to deliberations. However, the unit or college supervisor may participate only if invited by the unit P&T committee and must not be present for the deliberations. Supervisors who have a past or current personal or professional relationship with the candidate that might compromise the evaluation process (example: former advisee undergoing evaluation) must either recuse themselves from the process and find a substitute, or state the nature of the relationship at the beginning of the evaluation letter. In no case will they participate in the voting as a member of the committee. This includes cases such as department heads serving on College level P&T committees. In such cases, department heads must recuse themselves from the discussion and voting on any case related to their own department.