Faculty and Staff Conflict of Interest Policy

Final Draft, April 17th, 2006

This policy pertains to College of Education faculty and staff members who serve on, or may otherwise influence. Also see Purdue University Policies C-37 and C-39. Where College and University policies disagree, University policies take precedence.

- any hiring or search committee;
- formal evaluation processes (e.g., review, merit, grievance, or other situation);
- Primary, Area, and/or University Promotions Committees.

When there is any potential conflict of interest (real or perceived), the individual involved shall notify the appropriate Departmental Head and/or Dean. The following list, while not exhaustive, illustrates the types of relationships which constitute a conflict of interest:

- a current or past personal relationship;
- a current or past advising relationship (e.g., the faculty member having served as the candidate’s PhD or Post-Doc advisor);
- a direct financial interest and/or relationship;
- any other relationship that may interfere, or appear to interfere with sound and fair decision making or evaluation.

The appropriate ethical actions taken when there is a potential conflict may include withdrawal from committees or opportunities for evaluative input. Nonparticipation due to a conflict of interest with one candidate should not prevent a staff or faculty member from participating in deliberations and decisions regarding other candidates. The ultimate handling of conflicts of interest shall be determined and approved by the appropriate Head and/or Dean.

Reviewed and Approved by the Faculty Affairs Committee, March, 2006