Conflict of Interest Policy Related to Searches

University of Illinois employees who serve on search committees shall recuse themselves from deliberations and decisions if there are past or current relationships that create a conflict of interest or could have the appearance of creating a conflict of interest. In general, a conflict of interest would exist if an individual is in a position to influence either directly or indirectly a decision that could lead to personal gain for the individual, their immediate family, or any third party to the detriment of the university’s integrity and its missions of teaching, research, economic development, and public service. The following list, although not exhaustive, illustrates the types of relationships that may constitute a conflict of interest or an appearance of a conflict of interest:

- a marital, life partner, family, or personal relationship with the individual(s), or their immediately family, being reviewed;
- a past or present sexual relationship with the individual being reviewed;
- an advising relationship (e.g., the faculty member having served as the candidate's PhD or post-doctoral advisor);
- sharing of a common grant or being a close collaborator on a number of common projects with the person being reviewed;
- a direct financial interest and/or relationship;
- any other relationship that would create personal gain or the appearance of personal gain.

Conflicts of interest shall be disclosed to the HR search coordinator or the chair of the committee. Committee members shall recuse themselves from discussions and decisions that present a conflict of interest. In the case of searches, recusal due to a conflict of interest with one candidate does not prevent a committee member from participating in deliberations and decisions regarding other candidates.

The conflict of interest policy will be distributed when committees are charged by the Hiring Official. All committee members will be asked to review this policy and indicate their agreement to conform to it. Additional information on conflict of interest in the search process, can be found here.

I have read the conflict-of-interest policy and agree to conform to it.

__________________________  __________________
Signature                      Date

__________________________
Printed Name

Office for Access & Equity

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