

Proposal to Amend WKU Faculty Handbook: Substantive Change

2014-001 Conflict of Interest in Evaluations

Substantive change is defined as addition, deletion, or revision of policy or procedure.

Contact Name: Mac McKerral

Date Submitted: 3/07/2014

Contact Email address: mac.mckerral@wku.edu

Contact Phone number: 745-5882

1. Type of Change:

Addition: Where possible, identify the section of the handbook to which addition is proposed:

II.X

Deletion: Identify the section of the handbook from which deletion is proposed:

Revision: Identify the section of the handbook to which revision is proposed:

III.E.2, IV.B.3, IV.B.3.b.iv

2. Proposals should be made in the form of text intended as an addition to or a replacement of, in whole or in part, some current section of the Faculty Handbook.

ADD at the end of section II.X the following text:

Faculty members who participate in the evaluation of other faculty members must avoid a conflict of interest in order to ensure a fair and objective evaluation.

If a familial relationship (including spouse or domestic partner) or financial relationship exists or has existed between two faculty members, neither shall participate in the evaluation of the other for purposes of continuance, tenure, or promotion recommendations or annual evaluation. A “financial relationship” is a relationship between two faculty members that could allow one to significantly benefit or suffer financially, either directly or indirectly, from a decision on the continuance, promotion or tenure of the other.

When there is a question as to what constitutes a conflict of interest, any committee member with the potential conflict of interest shall consult prior to the committee convening its work with the department head for a determination. If the conflict of interest involves the department head, then consultation shall occur with the college dean.

Also, REVISE, III.E.2, IV.B.3, IV.B.3.b.iv

Replace references to spouse/domestic partner with “any faculty member having a conflict of interest as defined in Section II.X”

3. Rationale for amendment:

The current version of the Handbook specifies only that spouses or partners of the candidate shall not serve in an evaluative role. However, the basis for a conflict of interest should be more clearly described and expanded to include a broader range of familial relationships as well as situations involving a financial conflict of interest.