



**3344-11-04- Conflict of interest.**

While faculty are expected to act according to the highest standards of professional ethics, conflicts of interest may arise to varying degrees in numerous situations. Traditional safeguards and the good conscience of individual faculty members may be relied upon to maintain high ethical standards, yet in the areas of faculty activity described in this rule, the overall perception of total fairness is deemed so important that specific safeguards are given:

(A) Nepotism.

No person shall initiate or participate in any decision involving a direct benefit (e.g., initial appointment, continuance of non-tenured appointment, promotion, tenure, salary increment, leave of absence) to a member of their immediate family (here defined as spouse, parent, child, or sibling). Where such a relattheir immediate family (he7(mi)-8)-11(y)2

(C) Faculty awards and internal research grants.

No faculty member seeking, or having been nominated for, internal research grants or any other award in recognition of excellence or outstanding performance shall participate in any deliberations or decisions made by the evaluating committee during the academic year in question. Agreement to serve on such an evaluating committee shall be construed as agreement not to receive direct benefits from decisions made by the committee.

(D) Personnel actions.

(1) No faculty member seeking, or having been nominated for, tenure and/or promotion shall participate in any deliberations or decisions made by the same peer review committee (or personnel action committee), college peer review committee, university peer review committee or university personnel committee during the academic year in question. Agreement to serve on such a committee shall be construed as agreement not to receive direct benefit from decisions made by the committee.

student at Cleveland state university may serve as instructor of record in any Cleveland state university course in the degree program in which that student is enrolled.

- (F) Dual status as a faculty member and administrator.

Faculty members who also hold administrative positions including president, provost, vice provost, dean, associate dean, assistant dean, department chair, school director or any other administrative position that automatically takes them out of the bargaining unit shall not participate in departmental-level votes.

**Policy Name:** Conflict of interest.  
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