You must act fairly and objectively in selecting a candidate for President and Vice-Chancellor of the university.

You must disclose to the Committee any relationship you or any member of your immediate family¹ may have with an applicant before consideration by the Committee of that person’s application.

If you determine that such relationship with an applicant is such that you cannot act fairly and objectively in considering that person’s application, or if you or the Committee determine that the nature of the relationship is such that there is a reasonable perception that you cannot act fairly and objectively, the following rules shall apply:

a) you shall not participate in the interview of the applicant;

b) you shall not participate in the Committee’s discussion of the applicant; and

c) you shall not participate in the ranking of applicants (long list, short list, or final recommendation), so long as the applicant with whom you have a relationship is still under consideration by the Committee. If that applicant is no longer under consideration, you may join the ranking of the remaining applicants.

One of the factors to be considered in determining whether you are, or may reasonably be perceived to be, unable to act fairly and objectively is whether you have a conflict of interest by reason that the selection of a particular applicant would lead to a gain, benefit, disadvantage or harm to you or an immediate family member. The existence of an actual, apparent, or potential conflict of interest does not necessarily mean that you may not participate in the deliberations of the Committee. The Committee shall determine whether such a conflict can be managed in such a way that you are able to act fairly and objectively and be seen to act fairly and objectively. For example, if the Committee determines the conflict to be manageable, it may determine that you may observe the interview of the applicant without asking questions. The Committee’s resolution of how to deal with the matter of a conflict shall be recorded in writing.

Approved by the Presidential Search Committee
November 4, 2019

¹ “Member of your immediate family” means a spouse, partner, parent, child, or sibling, and for the purpose of this policy also includes any person with whom there exists, or has recently existed, an intimate, personal relationship.