

MANAGEMENT OF PERSONAL CONFLICTS OF INTEREST

DEPARTMENT OF GEOSCIENCES

The Department of Geosciences is committed to avoid any potential conflict of interests in order to ensure that academic, employment, and business matters are decided on objective bases.

To this extent, we avoid any circumstances where an employee, involved in a romantic relationship with another employee (spouses or partners), can supervise, teach, or evaluate such an individual.

Departmental committees are selected based on this criteria. In the case of spousal relationships among faculty, spouses/partners will not be involved in the peer evaluation process.

When the Department Head is tasked with evaluating faculty members during the annual performance evaluation period, and one of the faculty members being evaluated is a spouse/partner, the Associate Department Head will evaluate that faculty.

Similarly, the performance of the Department Head cannot be discussed by a spouse/partner during a committee peer review. In the event that a spouse/partner is a member of the performance evaluation committee, other members of the committee will discuss the Department Head's performance, and the spouse/partner will be excluded from the evaluation process.