Promotion and Tenure Review Committee Meeting
Conflict of Interest Update

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Office of Conflict of Interest and Commitment Management

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What Is a Conflict of Interest?

Situations in which an individual’s or family member’s financial, professional, or other personal considerations may directly or indirectly affect, or have the appearance of affecting, the individual’s professional judgment in exercising any university duty or responsibility
Conflict vs. Confluence

• “Conflict” denotes incompatibility.
• “Confluence” denotes a process of merging.
• Most potential “conflicts” begin as a confluence of interests.
• When situations are managed at the confluence level, conflicts are avoided.
Types of Confluences of Interest

- Personal Financial
- Institutional
- Professional Reputation
Examples of Personal or Financial Confluences of Interest

• Gifts
• Overlapping business interests (such as equity or consulting relationships)
• Family members
• Students
Examples of Institutional Confluences of Interest

- Corporate donors to VU
- Purchases
- Research funding
- Licensing agreements
Examples of Professional Reputation
Confluences of Interest

• Serving on Promotion and Tenure Review Committee
• Serving on Grievances Committee
• Serving as Department Chair
Questions?

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