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**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





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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.



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Types of Confluences of Interest

The diagram consists of two large, thick arrows pointing towards each other from the left and right. The left arrow is red and the right arrow is blue. They intersect in the center, forming a purple diamond shape. The text 'Personal Financial', 'Institutional', and 'Professional Reputation' is written in white within the intersection area.

Personal Financial

Institutional

Professional Reputation



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Examples of Personal or Financial Confluences of Interest

- Gifts
- Overlapping business interests (such as equity or consulting relationships)
- Family members
- Students



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Examples of Institutional Confluences of Interest

- Corporate donors to VU
- Purchases
- Research funding
- Licensing agreements



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Examples of Professional Reputation Confluences of Interest

- Serving on Promotion and Tenure Review Committee
- Serving on Grievances Committee
- Serving as Department Chair



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Questions?

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