

**COMMITTEE ON COMMITTEES  
RECUSAL POLICY**

In the university, the term “conflict of interest” refers to financial or other personal considerations that may compromise a faculty member’s professional judgment in administration, management, instruction, research, or other professional activities. Conflicts of interest have the potential to bias, directly or indirectly, important aspects of Committee on Committees (CoC) endeavor. CoC members must always keep this potential in mind and recuse themselves where a conflict of interest arises.

Recusal Policy

- (A) CoC members must recuse themselves in the following circumstances:
  1. The CoC member is considered for appointment/nomination.
  2. The CoC member has, or has had, a family relationship with the candidate, such as that of a current or former significant other, partner, or spouse, or child, sibling, or parent.
  3. The CoC member has, or has had, a sexual relationship with the candidate.
  4. The CoC member has a private financial interest in the outcome.
  5. The CoC member is aware of any prejudice, pro or contra, that would impair his or her judgment of the case.
  6. The CoC member believes that his or her recusal is necessary to preserve the integrity of the CoC action.
  
- (B) Upon joining the Committee on Committees, each member is expected to sign a document indicating his or her awareness of this recusal policy and his or her intention to abide by it.

Comment

A CoC member is not expected to recuse himself or herself simply because he or she has published research or publicly expressed views opposed to, or supportive of, those of the nominee. In carrying out their work, CoC members are expected to rely on their academic expertise, experience, and judgment, and so professional agreements or differences of opinion are not by themselves a basis for recusal.

Grey Areas

In “grey areas” where a CoC member is uncertain regarding recusal, he or she is expected to disclose the potential grounds for recusal to the Chair of the Committee on Committees. The Chair may then determine whether the member should recuse himself or herself, or the Chair may seek the advice of other Committee members in making this determination. The Chair should consult the whole Committee regarding potential grounds for his or her own recusal. In making its determination regarding recusal in grey areas, CoC will take into account the fact that, by design, each member brings valuable and unique expertise to the Committee as a whole.

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**University of California**

**Academic Senate • Merced Division  
Committee on Committees**

**I have read the attached recusal policy of the Committee on Committees and agree to its terms.**

\_\_\_\_\_  
NAME

\_\_\_\_\_  
DATE

**Note: A signed copy will be kept in the Senate office.**