UC MERCED
COMMITTEE ON ACADEMIC PERSONNEL
RECUSAL POLICY

Revised by CAP on September 16, 2021
Reviewed and approved as presented on September 16, 2022
Revised by CAP on September 27, 2024
Revised by CRE on October 9, 2024
Reviewed and approved by DivCo on October 15, 2024

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 the Committee on Academic Personnel's (CAP) endeavor, including its recommendations about candidates for appointment, merit advance, or promotion and campus policies. CAP members must always keep this potential in mind and recuse themselves where a conflict of interest arises.

There are additional circumstances in which recusal is necessary. The need for recusal may arise from the nature of academic review, the structure of the review process, and the importance to the campus of maintaining the integrity of Academic Senate review of academic personnel matters.

Recusal Policy

(A) CAP members must recuse themselves in the following circumstances:
1. The CAP 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.
2. The CAP member has, or has had, a sexual relationship with the candidate.
3. The CAP member has a private financial interest in the outcome of the case.
4. The CAP member is aware of any prejudice, pro or contra, that would impair their judgment of the case.
5. The CAP member has participated, or intends to participate, in deliberations about the questions at issue in the case at another level of review.
6. The CAP member believes that their recusal is necessary to preserve the integrity of the review process.
7. The CAP member has been a co-principal investigator on a funded grant proposal with the candidate as principal investigator. Flexibility may be used in all other cases involving collaborations which can be considered on a case-by-case basis (see the section below entitled "Grey Areas")

(B) Each member of the Committee on Academic Personnel understands that deliberations within committee meetings are confidential and private, and not to be shared outside the meeting setting.

(C) Upon joining the Committee on Academic Personnel, each member is expected to sign a document indicating their awareness of this recusal policy and their intention to abide by it.

Comment
A CAP member is not expected to recuse themselves simply because they have published research or publicly expressed views opposed to, or supportive of, those of the candidate. In carrying out their work, CAP 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. Indeed, members of CAP, like all members of the academic community, are expected to understand the standards of their disciplines, to judge the work of others in light of these standards, and to express these judgments publicly when that is relevant to their own professional activities.

Grey Areas
In "grey areas" where a CAP member is uncertain regarding recusal, they are expected to disclose

the potential grounds for recusal to the Chair of the Committee on Academic Personnel. Potential grounds may include collaborative work such as serving as co-principal investigators on funded (or unfunded) grants or co-authoring publications with the candidate during the review period, recognizing that the nature of such work varies enormously from field to field. The Chair may then determine whether the member(s) should recuse themselves, 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 their own recusal. In making its determination regarding recusal in grey areas, the Committee will take into account the fact that, by design, each member brings valuable and unique expertise to the Committee as a whole.

University of California

Academic Senate • Merced Division
Committee on Academic Personnel

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

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NAME **DATE**