

Addendum C
WSU SOM Promotion & Tenure Program Guidelines

Apparent of Actual Conflicts of Interest for External Reviewers in the P & T process at WSU SOM

NO CONFLICT	POSSIBLE CONFLICT	CONFLICT EXISTS
Personal		
		<ul style="list-style-type: none"> • Relative (including by marriage) • Clinical care provider for reviewer or his/her family members • Personal friend of reviewer
Professional		
<ul style="list-style-type: none"> • Has met the candidate at professional events (meetings, review committees or similar) • Has observed the candidate’s work at professional meetings and/or co-chaired sessions 		<ul style="list-style-type: none"> • A mentor • A mentee • Reviewer or candidate are on one-another’s dissertation committee and/or are graduate/post-doc advisors.
<ul style="list-style-type: none"> • Has served on professional boards or organizations with the candidate 	<ul style="list-style-type: none"> • Reviewer and candidate are part of a large, multi-disciplinary research group or network 	<ul style="list-style-type: none"> • Reviewer and candidate are part of a multi-disciplinary research group, have come to work closely together, and/or now have a personal relationship
<ul style="list-style-type: none"> • Reviewer and candidate are co-authors on “non-research” publications or mega-multi-authored publications • Collaboration with Wayne State University but not with specific individual being reviewed 		<ul style="list-style-type: none"> • Reviewer and candidate are co-authors on a refereed publication • Reviewer and candidate both have “professional roles” on the same grant (key personnel) • Reviewer and candidate have worked closely together in the past

		<ul style="list-style-type: none"> • Candidate's Division Chief or Department Chair • Reviewer is associated with WSU (affiliated organization or hospital)
Financial		
		<ul style="list-style-type: none"> • If the reviewer or a close family member has or could receive any financial reimbursement from the candidate or from the candidate's work (patent holders, industry sponsors, etc) • If the reviewer or a close family member has indirect financial interest with the candidate directly or from the candidate's work (honorariums, fees, etc)