Avoid conflict of interest.
Individuals who are themselves candidates for a position may neither serve on the search committee for that position nor participate in the interviewing of other candidates for the position. Remember also that, as noted in the University’s Administrative Manual 620.3, “No University employee may initiate or participate in institutional decisions involving a direct benefit . . . to a member of his or her immediate family, a blood relative, or a person with whom he or she has an economic, sexual, and/or romantic involvement that could reasonably be perceived as impairing objectivity.”