

Evaluators NOT qualifying for arm's length:

- **Co-author**
 - **Exceptions**
 - >10 authors and evaluator & candidate both middle authors
 - Guidelines and consortium paper
- **Formal research collaborator, co-instructor**
- **Co-investigator on a grant or contract**
- **Mentor or advisor**
- **Co-working, apart from short-term visiting appointments**
- **Former student or former supervisor**
- **Familial relationships or close personal ties beyond professional collegiality**