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