

Conflict of Interest Examples

The following list of examples serves as a set of guidelines for identifying potential conflicts of interest and commitment. It is not intended as a comprehensive list of all potential situations that could present faculty or staff members and the University with difficulty.

- Activities Involving Sponsored Projects that are Clearly Permissible.
 - Acceptance of royalties for published works and patents, or of honoraria for commissioned papers and lectures.
 - Service as a consultant to outside organizations, provided that the time commitment does not exceed the then existing University policy, and that the arrangement in no way alters the faculty or staff member's commitments incurred in the University's execution of a sponsored agreement on the faculty or staff member's behalf.
 - Service on boards and committees of organizations, public or private, that does not distract unduly from the faculty or staff member's obligations to the University or that does not interfere or appear to interfere with a faculty or staff member's ability to conduct work under sponsored agreements objectively.
- Activities Involving Sponsored Projects that Present the Potential for Conflict.
 - Relationships that might enable a faculty or staff member to influence the University's dealings with an outside organization in ways leading to personal gain or improper advantage for the faculty or staff member, or his or her associates or family members. For example, a faculty or staff member or family member could have a financial interest in an organization with which the University does business and could be in a position to influence relevant business decisions. Ordinarily, making full disclosure of such relationships and making appropriate arrangements to mitigate potential conflicts would resolve such problems.
 - Situations in which the time or creative energy a faculty or staff member may devote to external activities appear substantial enough so as to compromise the amount or quality of his or her participation in the instructional, scholarly, or administrative work of the University.
 - Situations in which a faculty or staff member directs students into a research area from which the faculty or staff member may realize a financial gain. In such situations, the ability of a faculty or staff member to render objective, independent judgment about the students' scholarly best interests may be diminished.
- Activities Involving Sponsored Projects that are Very Likely to Present Unacceptable Conflicts.
 - Situations in which a faculty or staff member assumes executive responsibilities for an outside organization that might seriously divert his or her attention from University duties. Faculty or staff members should consult with the appropriate dean or supervisor before accepting any outside management position.
 - Use for personal profit of unpublished information emanating from sponsored agreements or confidential University sources, or assisting an outside organization by giving it exclusive access to such information; or consulting with outside organizations that impose obligations upon the faculty or staff member of the University that conflict with the faculty or staff members or University's Intellectual Property Policy or with the University's obligations under sponsored projects.

- Circumstances in which a substantial body of research that could and ordinarily would be carried on within the University is conducted elsewhere to the detriment of the University and its legitimate interests.
- Any activity that a faculty or staff member may wish to undertake on an individual basis that: (a) involves or appears to involve the University significantly through the use of its resources, facilities, or the participation of academic colleagues, students, and staff, (b) involves the use of the University's name or implied endorsement, or (c) violates any of the principles set forth in the University Research and Project Policy (for example, giving the outside organization the right to censor or prohibit publication rights for research any part of which is performed under University auspices).