

## Faculty Handbook – Policy on Conflict of Interest<sup>1</sup>

### 2.4.6 Policy on Conflicts of Interest and Commitment

With the acceptance of a full-time appointment at the University of New Haven, an individual makes a commitment to the University that is understood to be full-time in the most inclusive sense. Every faculty member is expected to accord the University his or her primary professional loyalty, and to arrange outside obligations, financial interests and activities so as not to conflict with the overriding commitment to the University.

The term “conflict of interest” refers to situations in which financial or other personal considerations may compromise, or give the appearance of compromising, an employee’s professional judgment or the influence of outside interests.

Full-time members of the University’s faculty are expected to engage in a variety of professional, cultural, governmental, and humanitarian activities external to the institution. Such activities are intended to enhance the faculty member’s contributions to the education process and not to interfere with the faculty member’s primary obligations and assignments within the University. Such activities can consume no more than the equivalent of one day per work week during the faculty member’s teaching year. Teaching at other colleges or universities may be permitted provided that there is full disclosure to the University; a determination by the dean in consultation with the department chair that the teaching load is not excessive; and no harm is foreseen to the University’s enrollments, educational quality, or fiscal stability. Unauthorized teaching in programs which compete directly with University programs is viewed as a conflict of interest.

Consulting and similar business activities, including any active role in a for-profit corporation, is a legitimate faculty activity only if it does not consume more than the equivalent of one day per work week during the faculty member’s teaching year, or diminish the teaching, advising, and governance roles of the faculty member. Any substantial outside commitment which conflicts with faculty responsibilities obligates the faculty member to discuss the situation with the dean and to accept, if necessary, something less than a full-time relationship with the University. As a basic principle, the University expects that a faculty member’s primary commitment is to the University, its students, academic programs, governance system, committee structure, and research activities.

If a faculty member has consulting or similar business activity, or plans to assume, significant ownership or managerial responsibilities in an enterprise established for the purpose of commercializing the results of his or her professional endeavors, then he or she is required to disclose to the dean and if necessary to the provost and president the extent of the proposed involvement. Such disclosure will then be reviewed for conformance with University policy.

This policy permits UNH faculty members to undertake outside activities in one or more of the classifications of activities described not to exceed a collective average of the equivalent of one day per week concurrent with the faculty member’s teaching assignments. Th

- c. The faculty member makes it clear to the outside employer (agency, board, jury, or audience) that he or she is acting in an individual capacity and does not speak, write, or act in the name of the University or directly represent it.
- d. The faculty member does not list his or her University telephone number in commercial listings or other public documents, the purpose of which is to draw attention to the individual's availability for compensatory service. Further, use of the University name, logo, and stationery is prohibited.
- e. The outside employment is consistent with policies of the faculty member's college, school, or division.