

Proposal to Issue a Comprehensive University Policy on Outside Activities and Conflicts

WHEREAS the university currently has multiple university policies addressing university ethical expectations, research conflicts of interest regulations, and other federal and state laws governing financial and fiduciary conflicts of interest; those policies are the Faculty Paid External Consulting policy owned by the Office of Academic Affairs (OAA), the Faculty Conflict of Commitment policy owned by OAA, the Faculty Financial Conflict of Interest policy owned by the Office of Research, and the Conflict of Interest and Work Outside the University policy owned by the Office of Human Resources; and

WHEREAS the university now proposes a single, comprehensive Outside Activities and Conflicts policy owned by the Office of University Compliance and Integrity to replace the existing four policies; and

WHEREAS the goal of the proposed policy is to make it easier for university community members to understand their ethical and legal responsibilities as well as the university's processes for managing and monitoring potential conflicts; and

WHEREAS the policy writing group engaged multiple individuals and groups across the university during the drafting of this policy, including the faculty Conflict of Interest Advisory Group, Faculty Council, University Research Committee, Office of Academic Affairs, Office of Research, Office of Human Resources, Office of Legal Affairs, and University Policy Review Committee, among others; and

WHEREAS the proposed policy was posted for university-wide feedback September 20 - October 17, 2021, and the policy writing group considered all feedback and incorporated it as appropriate; and

WHEREAS based on feedback, the proposed policy now explicitly directs that the policy will not be interpreted to interfere with any faculty member's academic freedom, including their freedom to exercise their constitutional rights as citizens without institutional censorship or discipline; and

WHEREAS the proposed policy requires the approval of the University Senate, to be followed by the approval of the Senior Management Council, President's Cabinet, and Board of Trustees.

LET IT THEREFORE BE RESOLVED that University Senate approves the issuance of the Outside Activities and Conflicts policy, to become effective after approval of the policy by the Senior Management Council, President's Cabinet, and Board of Trustees.

LET IT THEREFORE BE RESOLVED that University Senate approves the retirements of the Faculty Paid External Consulting policy, Faculty Conflict of Commitment policy, and Faculty Financial Conflict of Interest policy, to become effective after approval of the Outside Activities and Conflicts policy by the Board of Trustees.