

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE

Senate Document Number 6215S
Date of Senate Approval 03/19/15

Statement of Faculty Senate Action:

FWDC 9: **Updating Conflict of Interest and Commitment Policy**
(Faculty Handbook Sections [4.1.7](#), [4.1.8-9](#), and [4.3.14](#))

Effective date: Immediately

Summary: Recently, UNC Asheville developed and approved the Conflict of Interest and Commitment Policy in compliance with the current UNC Policy Manual. This document replaces the current conflict of interest and commitment policy with a link to the new university policy which incorporates financial conflict of interest, personal conflict of interest (nepotism), and conflict of commitment (external activities for pay).

Rationale: This document brings faculty policy up to date with UNC Policy Manual and university policy.

Delete current [4.1.7](#) and renumber [4.1.8-9](#) accordingly.

Delete current [4.3.14](#) and replace with:

4.3.14 Conflict of Interest and Commitment ([SD3596S](#))

At UNC Asheville, faculty responsibilities extend beyond time-specific assignments such as in-class teaching, designated office hours, etc. to include a broad range of professional activities necessary to accomplish our public liberal arts university mission. For example, faculty members have opportunities to use their specialized competencies in secondary professional employment, as paid consultants to public and private agencies, and thereby contribute to the transfer and application of knowledge through external activities for pay.

As relationships between employees and private industry, federal and state governments, and nonprofit agencies have grown in number and scope, there has been a corresponding increase in concern about conflicts of interest and commitment. While members of the UNC Asheville faculty are encouraged to engage in appropriate relationships with public and private agencies outside of the University, there is a need for commonly understood principles and corresponding procedures that will identify, address and manage potential conflicts that would detract from or interfere with their dedication of unbiased primary professional loyalty, time, and energy to teaching, research, and service.

All members of the UNC Asheville community are expected to avoid conflicts of interest and conflicts of commitment that have the potential to directly and significantly affect the University's interests or compromise their objectivity in carrying out their professional responsibilities, including research, service and teaching activities and administrative duties, or otherwise compromise performance of these responsibilities, unless such conflicts are disclosed, reviewed and appropriately managed in accordance with the provisions of Policy 1105, the [UNC Asheville Conflict of Interest and Commitment Policy](#).