This memo is one of a series that provides information on University of Iowa (UI) policies that are important for all UI faculty and staff members to know and follow. Please take a moment to review the following policies and use them for future reference. You may also refer back to past notifications by referring to the Annual Policy Notifications website: https://hr.uiowa.edu/policies/annual-notifications

Policies on Conflicts of Commitment and Interest

The University of Iowa (UI) community is committed to the principle of free, open, and objective inquiry in the conduct of its teaching, research, and service missions. Further, the UI encourages its employees to engage in external activities that promote the university's mission, contribute to their professional fields, strengthen their professional skills, and/or enhance the public good. However, employees are expected to fulfill their university obligations first and foremost commensurate with their appointment requirements and ensure that external activities are conducted in a manner consistent with institutional and public values.

A conflict exists whenever personal, professional, commercial, or financial interests or activities outside of the university have the possibility (either in actuality or in appearance) of: 1) interfering with UI employees' ability to fulfill their employment obligations; 2) compromising a faculty or staff member's professional judgment; 3) biasing research or compromising, or giving the appearance of compromising, the sound professional judgment of its investigators; or 4) resulting in personal gain for the employee or employee's immediate family, at the expense of the university and/or the state.

A conflict of interest in employment at the University of Iowa may arise when: 1) an individual university employee has the responsibility to make, or participate actively in making, decisions or recommendations relating to the employment status of another individual University of Iowa employee, or 2) there is a direct reporting line between two such individuals.

The existence of a conflict of interest is not always clear-cut. University employees are expected to make a reasonable effort to determine whether their activities create, or appear to create, such conflicts. If there is any uncertainty, employees should consult their departmental executive officer (DEO) or equivalent, or supervisor.

To review the full policies:
* Conflicts of Commitment: http://opsmanual.uiowa.edu/community-policies/conflicts-commitment-and-interest/conflicts-commitment-effort
* Conflicts of Interest in the Workplace: http://opsmanual.uiowa.edu/community-policies/conflicts-commitment-and-interest/conflict-interest-workplace
* Conflicts of Interest in Research: http://opsmanual.uiowa.edu/community-policies/conflicts-commitment-and-interest/conflict-interest-research
* Policy on Purchasing Conflicts of Interest: http://opsmanual.uiowa.edu/administrative-financial-and-facilities-policies/purchasing/conflict-interest

Distribution of this message was approved by the Chief Human Resources Officer and Associate Vice President or approved delegate. Neither your name nor e-mail address was released to the sender. The policy and guidelines for the UI Mass Mail service, including information on how to filter messages, are available at:
http://its.uiowa.edu/massmail.
************