CONFLICT OF INTEREST POLICY ACKNOWLEDGMENT – FLINT CAMPUS

Below is a summary of the conflict of interest/conflict of commitment policies at the University of Michigan - Flint. The University of Michigan – Flint policies can be found at https://www.umflint.edu/hr/COI-COC_Policy.

An actual or potential conflict of interest (COI) 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) compromising a faculty or staff member’s judgment; (2) biasing the nature or direction of scholarly research; (3) influencing a faculty or staff member’s decision or behavior with respect to teaching and student affairs, appointments and promotions, uses of University resources, interactions with human subjects, or other matters of interest to the University; or (4) resulting in a personal or family member’s gain or advancement at the expense of the University. For purposes of subsection (4), family members include spouse, domestic partners and dependents.

An actual or potential conflict of commitment (COC) exists when a faculty or staff member’s external relationships or activities have the possibility (either in actuality or in appearance) of interfering or competing with the University’s educational, research, or service missions, or with that individual’s ability or willingness to perform the full range of responsibilities associated with his or her position.

The Flint campus has procedures that faculty members and staff members in the academic unit or administrative unit must follow to disclose, evaluate and manage potential or actual conflicts of interest and conflicts of commitment that arise. The procedures also govern Flint campus employee actions with regard to soliciting and accepting gifts; procedures for responding to alleged violations of this policy; and procedures to follow when a faculty or staff member wishes to dispute or appeal any action or decision related to a conflict of interest or conflict of commitment.

Examples of actual or potential conflicts include (but are not limited to):
- Performing work for other University departments or units for additional pay;
- Participating in decisions or deliberations where your own personal financial interests are or could be affected;
- Participating in decisions or deliberations where a family member is, or could be, affected, financially or otherwise
- Performing activities for non-University entities for pay;
- Accepting gifts, entertainment, or other items of value from vendors or other third parties that do or have business with the University (also see below);
- Accepting an incentive or benefit to gain access to a staff member’s supervisor;
- Using University resources in activities that may lead to financial gain for the staff member or staff member’s family or friends;
- Using the name of the University in promoting activities that may lead to financial gain for the staff member or staff member’s family or friends;
- Honoraria or speakers fees greater than $1,000

Revised: January 2020
University of Michigan – Flint Conflict of Interest/Conflict of Commitment Disclosure Form

Date: _______________________________  UMID: _____________________

Name: _______________________________________________________________________

Department: ___________________________________________________________________

Potential or Actual Conflict of Interest/Conflict of Commitment*: 

By signing below, the faculty or staff member acknowledges they have read the COI/COC policy for the Flint campus, located at: https://www.umflint.edu/hr/COI-COC_Policy and acknowledge their obligation to disclose any potential COI/COCs to their administrator responsible for managing conflicts for the department in which such faculty or staff member is appointed.

___________________________________________     ____________
Employee Signature                Date

To be Completed by Supervisor:
☐ No Conflict    ☐ Conflict Minimal-No Plan Required    ☐ Conflict Requires Plan

☐ Conflict Exists and Cannot be Managed – Terminate Activity or Relationship

COI/COC Management Plan*:

______________________________________________________________________________________________

* Add additional pages and documents as needed

___________________________________________
Supervisor, Dean or Director (Print Name)

___________________________________________    ____________
Supervisor, Dean or Director Signature               Date

Revised: January 2020