

## ARTICLE 12 – CONFLICTS OF INTEREST

- 12.1 Faculty are bound to observe in all official acts the highest standards of ethics consistent with the State of Washington statutes, the regulations of the Executive Ethics Board and its advisory opinions, the policies of the University Board of Trustees, and the University Student Rights and Responsibilities, as contained in Appendix B of the University catalog.
- 12.2 “Conflict of interest” shall mean:
- 12.2.1 any conflict between the private interests of the faculty and the public interests of the University, the Board of Trustees, or the State of Washington, including conflicts of interest specified under Washington statutes; or
- 12.2.2 any activity which interferes with the full performance of the faculty’s professional or institutional responsibilities or obligations.
- 12.3 A faculty member’s primary professional responsibilities obligation of tenured, probationary, and non-tenure track faculty working half-time or more is to the University shall be given precedence over any other professional obligations. This primary professional responsibility shall be given priority over external employment.
- 12.4 Active participation by faculty members in external research and consulting that enhance their professional skills or constitute public service are encouraged as long as these activities are not so substantial or demanding of the faculty member’s time and attention as to interfere with the primary University responsibilities.
- 12.5 Conflicts of interest are prohibited. When such a conflict of interest arises, faculty are responsible for resolving such conflicts of interest by working in conjunction with the Dean and Office of the Provost.
- 12.6 Faculty who anticipate a potential conflict of interest shall report, in writing, to the Office of the Provost the details of such activity prior to engaging the activity. If the Provost determines that this may constitute or may create a conflict of interest, he/she will notify the faculty member of that fact and, if requested, meet with the faculty member to determine if such conflicts can be reasonably avoided.
- 12.7 Faculty shall not use the facilities, equipment, or services of the University in connection with any activity creating a conflict of interest.
- 12.8 Faculty shall take reasonable precautions to ensure that the outside employer or other recipient of services understands that the faculty member is engaging in such activity as a private citizen and not as an employee, agent, or spokesperson of the University.
- 12.9 Faculty will comply with the University’s confidentiality obligations with respect to information disclosed to them in the course of their job duties.

- 12.10 The relationship faculty have with students carries the added responsibility to both the student and the University that the relationship ~~to remain absent of abuse of power, or the appearance of abuse of power.~~ Unless otherwise authorized in writing by the Dean, ~~F~~faculty shall not grade, supervise or direct the educational endeavors of students with whom they have or have had a family or intimate relationship. All such relationships shall be disclosed, in writing, to the Dean, ~~should a conflict arise.~~ In such a case, ~~Failure to disclose a relationship will result in appropriate disciplinary action. (In cases where there are no other options, the faculty member may teach a class attended by a student with whom they have a family or intimate relationship. However, they are required to inform their Chair, who will find another professor to evaluate the student's coursework)~~
- 12.11 No faculty member on a personnel committee shall participate directly in any recommendation or decision relating to appointment, reappointment, promotion or tenure at the University of any relative or person with whom the faculty member has an intimate relationship. A faculty member shall withdraw from participation in any personnel recommendation or decision involving potential conflict of interest.

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