

1 *Article 19*  
2 **CONFLICT OF INTEREST/OUTSIDE ACTIVITY**

3 19.1 Policy.

4 (a) A faculty member is bound to observe, in all official acts, the highest standards of ethics  
5 consistent with the State of Florida's Ceode of ~~ethics~~ Ethics for Public Officers and Employees  
6 of the State of Florida (Chapter 112, Part III, Florida Statutes), the advisory opinions rendered  
7 with respect thereto, and University rulespolicies and regulations.

8 (b) Nothing in this Article is intended to discourage a faculty member from engaging in  
9 outside activity in order to increase the faculty member's professional reputation, service to the  
10 community, or income, subject to the conditions stated herein.

11 19.2 Definitions.

12  
13 (a) Inside Activity shall mean any activity a faculty member does as part of their  
14 assigned research, clinical, teaching, or service responsibilities, including University  
15 activities that form the basis for supervisory assessment of their University job  
16 performance.

17  
18 (b) Institutional Expertise shall mean a faculty member's teaching, research or  
19 clinical expertise in their University discipline.

20  
21 (c)(e) Outside Activity refers to any compensated activity a faculty member does for  
22 themselves, an organization, or an individual, other than inside activity that is related to a  
23 faculty member's institutional expertise. , other than Inside Activity , related to a faculty  
24 member's institutional expertise. OR

25  
26 (d) Financial Interest includes anything of value other than that provided directly by the  
27 University.

28 (c) Outside Activity refers to any compensated or uncompensated activity other than Inside  
29 Activity that is related to a faculty member's institutional expertise.

30  
31 (a) "Outside Activity" shall mean any activity which is compensated, or any uncompensated  
32 activity which is related to one's profession or subject matter expertise such as private practice,  
33 private consulting, an uncompensated additional teaching or research appointment, or service on  
34 an advisory board., or other activity, compensated or uncompensated, which is not part of the  
35 faculty member's assigned duties and for which the University has provided no compensation.

36 (de) "Conflict of Interest" shall mean

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1 (1) any ~~situation in which conflict between~~ conflict between the private interests of the  
2 faculty member ~~may lead to disregard of the faculty member's and the~~ and the public ~~duty or the~~  
3 interests of the University, or the State of Florida, including conflicts of interest specified under  
4 Florida Statutes; or

5 (2) any activity which interferes with the full performance of the faculty member's  
6 professional or institutional responsibilities or obligations.

7 (ef) "Relatives" are individuals related to each other in the following ways, whether by blood,  
8 adoption, marriage (in-laws/step), or other legal action including but not limited to: spouses,  
9 parents, grandparents, children, grandchildren, siblings, aunts/uncles, ~~or or~~ nieces/nephews, ~~or~~  
10 other household members that share a legal residence.

11 (d) ~~"Romantic relationship" is defined as intimate associations primarily characterized by the~~  
12 ~~expectation of affectional involvement to include an exchange of telephone calls, pictures,~~  
13 ~~letters, greeting cards, or any other form of oral or written communication which expresses~~  
14 ~~feelings or thoughts of affection or the desire to engage in a relationship whether emotional or~~  
15 ~~physical.~~

16 19.3 Conflicts of Interest Prohibited. Conflicts of interest, including those arising from  
17 University or outside activities, are prohibited. Faculty members are responsible for resolving  
18 such conflicts of interest, working in conjunction with their supervisors and other University  
19 officials.

20 19.4 Report and Approval of Outside Activity and Financial Interest.

21 (a) Using the University's reporting system, at the beginning of each academic year, f~~Faculty~~  
22 ~~members shall review~~ acknowledge their review of Article 19.4 (a) through (e) at the beginning  
23 ~~of each academic year and shall report, using the University's reporting system, if whether or not~~  
24 ~~they any A faculty member who plans or plan s proposes to engage in any O~~ outside A~~activity or~~  
25 Financial Interest ~~as defined in Section 19.2 (ad) which the faculty member should reasonably~~  
26 ~~conclude may that a reasonable professional with knowledge of the academy should reasonably~~  
27 ~~would conclude may create a conflict of interest conclude may create a conflict of interest, or~~  
28 ~~outside compensated professional activity, shall report to the faculty member's supervisor, in~~  
29 ~~writing, the University~~ the details of such proposed activity ~~prior to engaging in the activity~~  
30 ~~therein.~~

31 (b) The report, as described in paragraph 19.4(a) regarding Outside Activity shall include,  
32 where applicable, the name of the employer or other recipient of services; the funding source; the  
33 location where such activity shall be performed; the nature and extent of the activity; and any  
34 intended use of University facilities, equipment, or services. The report, as described in  
35 paragraph 19.4(a) regarding Financial Interest shall include a description of the item of value and  
36 the name of the entity or individual providing something of value to the faculty member. The  
37 faculty member shall utilize the University's system to make such a report and respond in good  
38 faith for requests for clarification or additional information.

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1 (c) A new report shall be submitted for ~~O~~outside ~~A~~activity or Financial Interest previously  
2 reported at:

3 (1) the beginning of each academic year for ~~e~~O~~a~~outside ~~a~~A~~ctivity~~ or Financial Interest of a  
4 continuing nature; and

5 (2) such time as there is a significant change in an aOutside Activity (nature, extent,  
6 funding, etc.) or Financial Interest.

7 (d) A faculty member may assume tacit approval unless written disapproval is issued prior to  
8 the reported starting date. ~~Absent extenuating circumstances If practicable, the faculty member~~  
9 ~~shall submit the report at least 30 days prior to engaging in the Ooutside Aactivity or the~~  
10 ~~Financial Interest. In this case, the faculty member must submit the report at least thirty days~~  
11 ~~prior to engaging in the outside activity.~~ If it is later determined that the activity represents a  
12 conflict of interest, the faculty member must cease the activity, except as provided in 19.5 (b).

13 (e) Any ~~e~~O~~a~~outside ~~A~~activity that falls under the provisions of this Article and in which the  
14 faculty member is currently engaged but has not previously reported; shall be reported within  
15 sixty (60) days of the execution of this Agreement and shall conform to the provisions of this  
16 Article.

17 ~~(f) Faculty members shall review Article 19.4 (a) through (e) at the beginning of each~~  
18 ~~academic year and either affirmatively report no outside activity, or, if the faculty member~~  
19 ~~proposes to engage in outside activity, to determine whether a new report of outside activity is~~  
20 ~~required. If required, the faculty member shall report the activity in accordance with section 19.4~~  
21 ~~(a). Not filing a report shall indicate that the faculty member has no conflict of interest or~~  
22 ~~compensated outside activity. The faculty member shall report any outside activity as defined in~~  
23 ~~Section 19.2 (a) through the University's reporting system.~~

24 19.5 Rights to the Expedited Grievance Procedure.

25 (a) In the event the proposed ~~O~~outside ~~A~~activity is ~~determined to constitute a conflict of~~  
26 ~~interest denied due to a conflict of interest~~, and the faculty member disagrees with that  
27 determination, the faculty member may file a grievance under the expedited grievance procedure  
28 contained in Article 20. Alternatively, the faculty member may, within seven (7) days, seek a  
29 review in writing by the University Review Committee on Outside Activities and Conflict of  
30 Interest, or a subcommittee of at least three faculty members thereof, for an advisory opinion,  
31 unless the Committee has been consulted previously on this matter. The Committee shall render  
32 its opinion in writing within 7 days of receipt of the faculty member's request. If the Committee  
33 concludes that the ~~O~~outside ~~A~~activity could have been approved, it shall consult with the  
34 approving authority to seek resolution of the matter. Should satisfactory resolution not be  
35 attained, the Committee may recommend to the President that the activity be approved. If no  
36 resolution is attained within fourteen (14) days from the date the faculty member receives the  
37 written opinion of the Committee, the faculty member may file a grievance under the expedited  
38 grievance procedure contained in Article 20.

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1 (b) The faculty member may engage in such Ooutside Aactivity pending a resolution of the  
2 matter pursuant to Section 19.5(a).

3 (c) If the resolution of the matter is that there is a conflict of interest, the faculty member  
4 shall cease such activity immediately and may be required to turn over to the University all or  
5 part of compensation earned therefrom.

6 19.6 Use of University Resources. A faculty member engaging in any Ooutside Aactivity shall  
7 not use the facilities, equipment, or services of the University in connection with such Ooutside  
8 Aactivity without prior approval of the President or representative. Approval for the use of  
9 University facilities, equipment, or services may be conditioned upon reimbursement for the use  
10 thereof.

11 19.7 No University Affiliation. A faculty member engaging in Ooutside Aactivity shall take  
12 reasonable precautions to ensure that the outside employer or other recipient of services  
13 understands that the faculty member is engaging in such Ooutside Aactivity as a private citizen  
14 and not as an employee, agent, or spokesperson of the University.

15 ~~19.8 — Sexual relationships Covered Relationships with students. A covered relationship includes~~  
16 ~~any relationship between a faculty member and a student which may be reasonably described~~  
17 ~~sexual, romantic, amorous, and/or dating. There shall be no sexual or romantic relationships~~  
18 ~~between faculty members and students. Sexual relationships between faculty members and~~  
19 ~~students where a direct supervisory or evaluative relationship exists are fraught with the potential~~  
20 ~~for exploitation. Covered relationships between a faculty member and an undergraduate student~~  
21 ~~are prohibited. There shall be no sexual or romantic relationships between faculty members and~~  
22 ~~undergraduate students. Covered or romantic graduate graduate are prohibited, and is~~  
23 ~~prohibited Sexual Covered or romantic relationships between faculty members and graduate~~  
24 ~~graduate students in different departments/units is are also a conflict of interest prohibited if the~~  
25 ~~faculty member holds direct supervisory or evaluative authority over the student. The respect and~~  
26 ~~trust accorded a faculty members by a students, as well as the power exercised by the faculty~~  
27 ~~members in a direct supervisory or evaluative role their University role, make such relationships~~  
28 ~~fraught with the potential for abuse and render voluntary consent by students suspect. voluntary~~  
29 ~~consent by the student suspect. In their relationships with students, faculty members are expected~~  
30 ~~to be aware of their professional responsibilities and to avoid conflict of interest, favoritism, or~~  
31 ~~bias.~~

32 19.8. Sexual relationships with students. The respect and trust accorded faculty members by  
33 students, as well as the power exercised by- faculty members in their department/unit role, render  
34 consent suspect.

35  
36 (a) Sexual relationships with undergraduate students are a conflict of interest.

37 ~~(a) A faculty member who violates the University's Sexual Discrimination and Sexual~~  
38 ~~Misconduct policy with regard to a student has created a conflict of interest~~

39 ~~(b) Sexual relationships with undergraduate students are prohibited.~~

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1 (b) Sexual relationships between faculty members and undergraduate or graduate students in the  
2 same department/unit is a conflict of interest. Sexual relationships between faculty members and  
3 undergraduate or graduate students in different departments/units is also a conflict of interest if  
4 the faculty member holds direct supervisory or evaluative authority over the student or if the  
5 faculty member is the advisor to a student club or tutors students in a formal program. Any such  
6 relationship must be disclosed to the faculty member's supervisor immediately.

7  
8 Direct supervision includes any type of evaluative role. Examples of direct supervision of the  
9 student include teaching the student's class, serving as a thesis or dissertation director, instructor  
10 of record, member of the student's thesis or dissertation committee, member of the student's  
11 comprehensive or doctoral exam committee, and member of other committees where the focus is  
12 evaluation or supervision of the student's academic competence or the student's assistantship.

13 ~~(a) This policy shall not apply to sexual relationships established before one or both~~  
14 ~~partners' arrival at the University or before this policy went into effect, unless the~~  
15 ~~faculty member could potentially hold a direct supervisory or evaluative role over the~~  
16 ~~student. Under no circumstances will a faculty member and a student in a pre-existing~~  
17 ~~relationship be in a position where the faculty member directly or indirectly exercises~~  
18 ~~evaluative or supervisory authority over the student. Nor shall a faculty member who~~  
19 ~~had a previous sexual relationship with a student exercise evaluative or supervisory~~  
20 ~~authority over that student. Sexual relationships that pre-date one or both parties'~~  
21 ~~affiliation with the University and in which the parties are in the same department/unit~~  
22 ~~shall be promptly disclosed by the faculty member to his or her department/unit chair or~~  
23 ~~head.~~

24 ~~(b) In rare cases, and only when no other viable option exists, an exception may be requested~~  
25 ~~in writing for review and approval by the Provost, who may add conditions to mitigate the~~  
26 ~~possibility of bias.~~

27 ~~(c) Any such relationship must be disclosed to the faculty member's supervisor immediately.~~

28 ~~(d) Direct supervision includes any type of evaluative role. Examples of direct supervision of~~  
29 ~~the student include teaching the student's class, serving as a thesis or dissertation director,~~  
30 ~~instructor of record, member of the student's thesis or dissertation committee, member of the~~  
31 ~~student's comprehensive or doctoral exam committee, and member of other committees where~~  
32 ~~the focus is evaluation or supervision of the student's academic competence or the student's~~  
33 ~~assistantship.~~

34 19.9 Other relationships with students. Faculty members may not serve in a direct teaching or  
35 supervisory role for students who are relatives, as defined in this Article. In rare cases, and only  
36 when no other viable option exists, an exception may be requested in writing for review and  
37 approval by the Provost, who may add conditions to mitigate the possibility of bias.  
38

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1 | ~~19.10 Training. On a basis not to exceed once per year, faculty members shall complete any~~  
2 | ~~mandatory training on the topics covered in this Article and certify to the University that such~~  
3 | ~~training has been completed.~~

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