



5.2.4 CONFLICT OF COMMITMENT AND INTEREST

1. Policy

PURPOSE:

In pursuit of its mission as a public, comprehensive, historically black land-grant university, Kentucky State University (KSU) recognizes that external interests might pose risks that external interests might conflict with the interests of the Institution or one of its members. The use of university resources in inappropriate personal advancement represents a conflict between the interests of the university and the interests of the individual.

To guard against these external interests, KSU has established policies to address institutional conflicts of interest. These policies are not intended to discourage research and scholarship, but to ensure that the interests of the University are protected and requirements to protect the interests of the University. Furthermore, this Policy is intended to address questionable circumstances that may arise.

APPLICABILITY:

This policy applies to all employees

POLICY STATEMENT:

Employees have a primary professional obligation to act in the best interests of Kentucky State University in accordance with the highest legal, ethical, and moral standards. Kentucky State University employees are expected to adhere to the Ethical Principles and Code of Conduct, including the stated conduct governing conflicts of interest and commitment.

A. Conflict of Commitment

Conflicts of commitment occur when the time or effort that the employee devotes to external activities interferes with the employee's fulfillment of assigned university responsibilities, or when the employee makes unauthorized use of university resources in the course of an external activity. Employees are expected to devote their primary professional loyalty, time, and energy to Kentucky State University teaching, research and service endeavors; activities outside the



University must be conducted without detracting from these primary commitments.

Attempts to balance University responsibilities with outside activities – such as consulting, government service, public service, or pro bono work – can result in conflicts regarding allocation of time and energy.

Employees intending to engage in an external activity that involves significant effort outside of the University and that may present a Conflict of Commitment must complete a Conflict of Commitment and Interest Disclosure Form [Outside Employment Form] and have written approval from the respective area Vice President.

