ATTACHMENT B

The following list of examples is intended to serve as a set of guidelines for identifying potential conflicts of interest and commitment. It is not intended as a comprehensive list of all potential situations that could present faculty/staff members and the university with difficulty.

1. ACTIVITIES THAT ARE CLEARLY PERMISSIBLE

   a. Acceptance of royalties for published works and patents, or of honoraria for commissioned papers and lectures.

   b. Service as a consultant to outside organizations, provided that the time of the commitment does not exceed the current university policy, and that the arrangement in no way alters the faculty/staff member's commitments incurred in the university's execution of a sponsored agreement on the faculty/staff member's behalf.

   c. Service on boards and committees of organizations, public or private, that does not distract unduly from the faculty/staff member's obligations to the university or that does not interfere or appear to interfere with a faculty/staff member's ability to conduct work under sponsored agreements objectively.

2. ACTIVITIES THAT PRESENT THE POTENTIAL FOR CONFLICT

   a. Relationships that might enable a faculty/staff member to influence the university's dealings with an outside organization in ways leading to personal gain or improper advantage for the faculty/staff member, or his or her associates family members. For example, a faculty/staff member or family member could have financial interest in an organization with which the university does business and could be in a position to influence relevant business decisions. Ordinarily, making full disclosure of such relationships and making appropriate arrangements to mitigate potential conflicts would resolve such problems.

   b. Situations in which a faculty/staff member directs students into a research area from which the faculty/staff member may realize a financial gain. In such situations, the ability of a faculty/staff member to render objective, independent judgment about the students' scholarly best interests may be diminished.

3. ACTIVITIES THAT ARE VERY LIKELY TO PRESENT CONFLICTS

   a. Using for personal profit of unpublished information emanating from sponsored agreements or confidential university sources, or assisting an outside organization by giving it exclusive access to such information; or consulting with outside organizations that impose obligations upon the faculty/staff member or the university that conflict with
the faculty/staff member or The Texas State University System Intellectual Property Policy or with the university's obligations under sponsored projects.

b. Conducting a substantial body of research elsewhere to the detriment of SHSU and its legitimate interests, especially when the research could and ordinarily would be carried on at SHSU.

c. Sponsored activities that a faculty/staff member undertakes on an individual basis that:

1. Involves the university significantly through the use of its resources, facilities, or the participation of academic colleagues, students, and staff;

2. Involves the use of the university's name or implied endorsement, or

3. Violates any of the principles set forth in the Faculty Handbook or Academic Policy Manual (for example, giving the outside organization the right to censor or prohibit publication rights for research, any part of which is performed under university auspices).

Academic Policy Statement 950809
Attachment A: Disclosure Form