

2019-2020 Faculty Senate Agenda
Wednesday, February 12, 2020, 2p.m.
Community Engagement Center 230/231

Members: Adidam, Anderson, Barone, Brownlee, Cast-Brede, Davidson, DeSanti, Hale, Helm, Huq, Kelly, Kilinc, King, Lee, Logsdon, Maher, Nelson, Nero, Ostler, Paine, Podariu, Qureshi, Randall, Rech, Rogers, Schaffer, Schoenbeck, Sharif-Kashani, Shaw, Sim, Siy, Surface, Volkman, Wessling, Woody, Zhong

- I. **Official Call to Order:** President Hale

- II. **Presentation and Approval of Minutes:**
 - A. January 15, 2020 (agenda attachment – pgs. 1-2)

- III. **Officers’ Reports**
 - A. **President’s Report:** Senator Hale
 1. **Conflict of interest (COI) disclosure**
 2. **Health and Safety**
 3. **Helping students out during winter**
 4. **Professional Development**
 - a. **Diversity, Equity, and Inclusion**
 - b. **Online education**
 - c. **“reimagining-U” program**
 5. **Update on Ted Carter Visit [not in campus newsletter]:** I have been in contact with President Carter’s team. We have identified a date for President Carter to visit with the FS Executive Council. Tentatively this meeting will occur on March 20th. As I mentioned before, I have reached out to President Carter and his team to arrange a broader forum with faculty senate and faculty around the campus. His team has let me know that President Carter intends to meet with the faculty senate, but such a meeting is likely to occur later in the year. We are still working to identify and confirm a date.

After the Senate meeting this month, I intend to communicate the attached FS newsletter out to the campus to make them aware of the work this senate has done with regard to faculty advancement and the news items I just shared with you.
 - B. **Secretary/Treasurer Report:** Senator Davidson
 1. No meeting. No report.

- IV. **Executive Council:** Senator Surface
 - A. **Senator Absenteeism**

 - B. **Conflict of Interest and Commitment Policy** (agenda attachment – pgs. 3-6)
 1. **RESOLUTION: Support for Draft Campus Policy Relating to Conflicts of Interest and Commitment**

WHEREAS The UNO Compliance office has drafted the attached conflict of interest and commitment policy;

WHEREAS The compliance office has consulted with the Faculty Senate President for critical feedback on the policy;

WHEREAS The policy has been modified to incorporate feedback provided to clarify language, applicability, and enforcement;

WHEREAS The topic of conflicts of interest has become a timely news item for universities around the country due to high profile incidents at Harvard University;

AND WHEREAS Chancellor Gold, in his campus forum, identified conflict of interest disclosure as an important area for our campus to focus on;

BE IT RESOLVED that the UNO Faculty Senate does hereby recommend and endorse the attached Conflicts of Interest and Commitment Policy for adoption on the UNO Campus.

V. Standing Committee Reports

A. Committee on Academic & Curricular Affairs: Senator Woody

1. At its 01-29-2020 meeting, the Academic and Curriculum Affairs Committee (ACAC) considered what, besides descriptive comments about a course, should be mandated for Inclusion in syllabi. It is believed that mandated information should be determined by the administration (e.g., information about all-campus policies). In addition, there should be a webpage for centralized policies. Further action by the Faculty Senate about part-time and non-tenured faculty should be tabled until the Senior Vice Chancellor sets forth determinations on the issues. The February 2020, meeting of the ACAC will focus on Teaching Evaluations.
 - a. Karen, Jaci, and Hank will be invited to attend the February ACAC meeting.
 - b. By February 10th, Committee members will submit questions to Lisa Daubman to be compiled and sent to upcoming meeting attendees.
 - c. Discussion points will include guidance on usage of evaluations, consideration of ethics and professional issues, what other sources are already pursuing evaluation topics, whether a new instrument in place or contemplated, and any anticipated changes to the evaluation process.
2. Liz Wessling is reaching out to Trent Frederickson regarding FERPA Regulations and the constraints regarding mandatory reporting and consequences of plagiarism.

B. Committee on Educational Resources & Services: Senator Schoenbeck

1. Facilities and Administrative Costs Policies

- a. In December, the ER&S Committee reported findings up to that point. Briefly, the amount of F&A distributed to the different colleges is proportional to the amount that each brought in during the previous year. The disposition and disbursement of these funds is at the discretion of the dean of each college, subject to NU system spending guidelines; beyond this, there are no uniform policies regarding disbursement at the college level or lower.
- b. The ER&S Committee was asked to determine whether there was a mechanism by which the Senate could influence disbursement policy at the college level. It was proposed that transparent reporting of college-level F&A spending could be a means of promoting the use of these funds in ways that support the research that attracted the funding.
- c. We will approach this by attempting to answer the following questions:
 1. Is there a reporting system in place that shows how F&A funds are being used at the college level? If so, are the reports available to the faculty? Does it report spending in a way that clearly shows how specific funds are spent?
 2. If there is not such a reporting system in place, can we request that one be established?

2. Paul Beck Memorial Scholarship

- a. Applications: The Paul Beck Memorial Scholarship application process has been incorporated in the University's general online scholarship application system. The application portal is open to qualifying students, and applications are coming in.
- b. Contributions: A Paul Beck Memorial Scholarship "storefront" will be established through the NU Marketplace website. The site will facilitate contributions to the scholarship and issue the associated tax documentation.

C. Committee on Faculty Personnel & Welfare: Senator Helm

1. Ombuds Interaction with Faculty Senate per Shereen Bingham

- a. The committee communicated with Dr. Bingham regarding her concerns. Since she is retiring from the role of director of Ombuds Services this May or August, the Chancellor and Senior Vice Chancellor are expected to establish procedures to fill the vacancy in accord with the Regents Bylaws, which state that the selection process “shall include formal consultation with representatives of those segments of the University served by the Ombudsperson.” Dr. Bingham is committed to maintaining continuity and support for her replacement and is concerned that there be a transparent selection process, compensation (currently a course release in fall/spring and summer stipend), and appropriate training. In an effort to address these issues prior to the arrival of the new administration, she reached out to Faculty Senate for insights. Per her recent conversation with the FP&W Committee, it was decided that she would approach Dr. Kopp, who has informally indicated an appreciation of the Ombuds office, to seek out his opinions and formalize the selection process, identify the qualifications for the position (tenured faculty) and measure whether the Faculty senate should be a part of the selection process. While we are waiting to hear back from her regarding her discussions with Dr. Kopp, Dr. Bingham is interested in the degree to which the faculty senate would like to be a part of the selection process for this position.

2. Confidential information that was released by the University and shared with a The United Way, per Dale Eesley

- a. The Committee communicated with Dr. Easley regarding his discovery that confidential personnel information had been released by the University to the United Way. He discovered this when he followed a link provided to him in an email sent on behalf of the United Way and discovered his personnel number in the link. The FP&W Committee also followed the United Way link and by using a faculty personnel number we were granted access to the UW site. Dr. Easley raised his concerns with Cecil Hicks, Assistant Vice Chancellor for Human Resources. Mr. Hicks response: It appears from my research into this matter UNO (actually University of Nebraska system as whole) has had quite a long-standing relationship/agreement with UNO. It also appears per standard protocol the University makes every effort to ensure any data sharing is appropriate. The United Way gets limited data from us and the risk has been determined to be low based on all identified factors.

Dr. Easley felt this response did not adequately address his concern. The committee followed up with Mr. Hicks inquiring about where to find UNO's policy regarding releasing employee information to third parties, and UNO and/or the University of Nebraska's policy regarding releasing information to the United Way. We are still awaiting a response.

Note: “*Employee records are protected by the University of Nebraska Board of Regent bylaw 1.4.4. It specifies employee information that is to be kept confidential.*”

3. Ziaul Huq has been appointed to take part on the NU level benefits committee.

D. Committee on Goals & Directions: Senator Ostler

1. **Ongoing/Pending Items:**

- a. **Lecturer Auxiliary Appointment overview:** Within the coming academic year, the AAUP will be launching into a new Collective Bargaining agreement. As part of this process, the Committee on Goals and Directions will focus on exploring rank and promotion options for non-tenure track faculty on two separate fronts, one as part of the Collecting Bargaining process and the other on a related issue but not under the obligations of the Collective Bargaining agreement. The first agenda will be to help conceptualize uniform processes and

criteria for the promotion of Instructors and Lecturers, which may include continuing contracts and new ranks similar to Senior Instructor, Senior Lecturer, or Professor of Practice. G&D Committee members will be researching possible successful models used in other institutions. The G&D Committee will also be working with the existing Ad Hoc Committee currently working with Sr. Vice Chancellor Kopp on the same issue. The second agenda will be focused on improving the partnership and status of Adjunct Faculty members and considering options for special faculty designations such as Auxiliary Appointments in Service and/or Creative Activity. Although not under the same contract obligations, Adjunct Faculty provide a significant portion of the SCH production at UNO but are compensated at a relatively low rate. In order to honor and retain the best teachers for UNO and our students, we believe it is necessary and appropriate to consider actions that will help recruit and retain these quality individuals. We discussed ideas such as Adjunct Faculty awards to recognize outstanding teaching and/or service, parking perks, a ladder/ranking system, and a possibility of extended contracts.

- b. Solar Feasibility:** The G&D Committee intends to request an update on reactions to the solar Feasibility study reported to Central Administration on the commitment to Renewable Energy on Campus. At this time, no action items are pending; however, the issue will be raised at the next EO&A meeting for additional consideration.

2. **New Items:**
 - a. None

E. Professional Development: Senator Cast-Brede

1. Student Health Insurance Plan

- a. Met with Dr. Juan Casas and Aya Yousuf, Student Government President, to receive an update on the NU-system committee addressing the student health insurance plan issues.
- b. The systems should have been getting quotes from United Healthcare for the existing plan and other pricing models. The committee hopes to be making recommendation mid-February with the final recommendation going to NU administration mid-March.
- c. Both Dr. Casas and SG President Yousuf felt that there were still some unanswered questions around out of pocket costs and parental insurance coverage but felt the impact of the insurance plan on students was always at the forefront of the discussions. The goal is to try to still provide access to a platinum level insurance plan.
- d. Challenges – The situation is a result of high medical loss ratios, almost 40% of the claims are high claims (above \$25,000), and a declining student enrollment.
- e. The current medical loss ratios are too high to attract other insurance providers (there are only four student health insurance providers in the country) so the committee is looking at the quotes from United Healthcare in the short term. When that improves, the university will be able to ask other providers for quotes.
- f. To be eligible for the student health provider, students must be enrolled in at least seven credit hours with at least one of those hours being on campus. The committee asked if there would be ramifications if that requirement was lowered and the on-campus hour was dropped.
- g. Forced enrollment is not a current consideration.
- h. SG President Yousuf is interested in collaborating with Faculty Senate in a response to the student health insurance plan situation but feels there is not enough information yet to formulate what that response might be.

2. Campus Policy Regarding Bringing Children to Work

- a. There is a campus-wide policy on bringing children to work.
- b. Policy reads: *“As a rule, it is inappropriate for children to be in the work-place on a regular or sporadic basis, such as after school each day, on holidays when daycare is not available, or*

when children are ill.

- c. *In the rare instance when there are no other alternatives, and a staff member must bring a child to the workplace, advance approval should be obtained from the supervisor and the duration of the child’s visit to the workplace should be kept to a minimum. It is essential that parents or guardians provide close, constant supervision of their children while they are in the workplace. Children who are ill should never be brought to the workplace. Parents or guardians are responsible for childcare arrangements and planning alternatives for childcare. Parents or guardians may use vacation time when childcare issues arise.”*
<https://www.unomaha.edu/campus-policies/children-in-the-workplace.php>

F. Committee on Committees: Senator Qureshi

1. We hope that Matt will announce the app at the Faculty Senate meeting on the 12th February the full Faculty Senate membership will test the app until the 24th of February. This committee will then meet on February the 26th to compile the feedback and provide it to Matt. If Matt can get the App ready, we hope to have the app shared with the entire faculty of UNO by March 1st with a deadline to complete the survey by the 31st of March. You will need to send reminders to the faculty on the 16th, 20th and 30th of March. The initial results should be with this committee by April 1st for review. This committee will then meet on April 22nd to work on the results of the survey and match faculty to the committee vacancies.

VI. Other Faculty Senate Committees

- A. **Faculty Senate Budget Advisory Committee Report: Ebdon, Eesley, and Hall** – No report.
 B. **Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee: Senator Kelly** – No report.
 C. **Ad hoc Committee on Faculty Advancement: Senator Ostler** – No report.

VII. For the Good of the Order

VIII. New Business

IX. Announcements

- A. Sarah Weil is to serve as the interim Title IX Coordinator following Charlotte Russell’s departure.

X. Adjourn

Schedule for 2019-2020		
EC Meetings (Usually 1 st Wed. of month)	Faculty Senate Meetings (Usually 2 nd Wed. of month)	EO&A Meetings (Usually 3 rd Wed. of month)
February 5	February 12	February 19
March 4	March 11 <i>(Spring Break 3/22-29)</i>	March 18
April 1	April 8	April 15

Attachments

2019-2020 Faculty Senate Minutes

Wednesday, January 15, 2020, 2p.m.
Community Engagement Center 230/231

Present: Barone, Brownlee, Cast-Brede, Chen, Davidson, DeSanti, Hale, Hamid-Sharif, Helm, Kelly, Kilinc, King, Nero, Ostler, Paine, Qureshi, Randall, Rech, Schaffer, Schoenbeck, Shaw, Siy, Surface, Volkman, Wessling, Woody, Zhong

Excused: Adidam, Huq, Logsdon, Nelson, Podariu, Sim

Unexcused: Anderson, Lee, Maher, Rogers

- I. **The meeting was Called to Order** by President Hale at 2:03p.m.
- II. **The Minutes** of December 11, 2019 and November 13, 2019 were approved as submitted.
- III. **Officers' Reports**

- A. **President's Report:** Senator Hale

Senator Hale invited President Ted Carter to a future Faculty Senate meeting. Faculty should think of questions and/or topics they would like to discuss with him in the future.

- B. **Secretary/Treasurer Report:** Senator Davidson

EO&A Attendees: Ostler, Davidson, Hale, Kamm, Pettid, Smith-Howell, Roman, Surface, Kopp, Gold

- Faculty were encouraged to provide feedback for Big Idea proposals using the Big Ideas portal before January 1.
- SVC Kopp met with Deans about implementation of Distinguished Professor & Senior Lecturer and a formal announcement will be made in January.
- Enrollment for the spring is staying steady from the fall semester. There are higher reenrollment numbers and there are key courses that have helped to increase number of credit hours per student.
- SVC Kopp will be looking into a more standard process for units to create Annual Reports
- SVC Kopp is looking into possible tools for evaluating teaching effectiveness.
- Acknowledgement of resolutions.

(Further discussion: Senator Davidson would like faculty to look at the Big Idea proposals. Doing so will increase your awareness of what other colleges are doing around campus.)

- IV. **Executive Council:** Senator Surface

- A. The number of Faculty Senate seats will remain at 37, based upon current faculty counts.
- B. The Chancellor's Commission on Gender Equity is looking into the policy regarding faculty and staff bringing their own children to the office.

- V. **Standing Committee Reports**

- A. **Committee on Academic & Curricular Affairs:** Senator Woody
No meeting, no report.
- B. **Committee on Educational Resources & Services:** Senator Schoenbeck
No meeting, no report.
Committee on Faculty Personnel & Welfare: Senator Garcia
No meeting, no report.
- C. **Committee on Goals & Directions:** Senator Ostler
No meeting, no report.
- D. **Professional Development:** Senator Cast-Brede
No meeting, no report.

E. Committee on Committees: Senator Qureshi

No meeting, no report.

VI. Other Faculty Senate Committee

A. Ad hoc Committee on Faculty Advancement: Senator Ostler

(Further discussion: Senator Ostler stated the committee is looking for long-term solutions and hopes for a resolve at the end of summer.)

VII. For the Good of the Order

VIII. New Business

IX. The meeting adjourned at 2:14 pm with announcements.

Conflict of Interest and Commitment

POLICY CONTENTS

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Scope

This policy applies to all University of Nebraska at Omaha (UNO or University) employees and all persons who are “investigators” on University research projects or sponsored programs.

Policy Statement

The University of Nebraska not only permits but expressly encourages its employees to engage in extramural interactions with industry and other external constituencies. At the same time, the University is cognizant that an individual's relationships with outside enterprises can engender opportunities for personal gain or financial advantage that may be at odds with the obligations the individual assumes as a member of the UNO community. Conflicts of interest and/or conflicts of commitment must be disclosed, and in certain circumstances, may require a management plan.

Conflicts of interest are situations where an individual's direct or indirect personal financial interests may compromise, or have the appearance of compromising, the individual's professional judgment or behavior in carrying out his or her obligations to the University of Nebraska. This includes indirect personal financial interests of an individual that may be obtained through third parties such as an individual's immediate family, business relationships, fiduciary relationships, or investments.

Conflict of commitment occurs when the time devoted to external activities adversely affects an employee's capacity to meet University responsibilities.

The general subject of conflicts of interest is addressed in [Section 3.8](#) of the Bylaws of the Board of Regents as follows:

No employee of the University shall engage in any activity that in any way conflicts with duties and responsibilities at the University of Nebraska. The Board of Regents has adopted [Regents Policy 3.2.8](#) and authorized the implementation of related policies and directives to properly avoid, disclose and manage potential conflicts of interest.

In addition, Nebraska statutes relating to conflict of interest and nepotism apply to all employees of the University, including the provisions of §49-14,101 of the Revised Statutes of Nebraska. Furthermore, federal funding agencies require that the University establish safeguards to prevent employees or consultants from using their positions for purposes which are motivated by (or even give the appearance of) a drive for private financial gain.

Reason for Policy

The Bylaws of the Board of Regents and Regents' policy 3.2.8 require that each University of Nebraska campus implement a policy that ensures that broad University-wide principles are followed. This policy is intended to increase the awareness of UNO employees to the potential for conflicts of interest and commitment and to establish procedures whereby such conflicts may be disclosed, avoided, or properly managed.

Procedures

1. Disclosure: Prior to engaging in any activity which may result in an actual or perceived conflict of interest and/or conflict of commitment, all UNO employees shall disclose the activity to their supervisor via the online conflicts of interest and commitment disclosure form.

In addition, the following individuals shall annually, at a minimum and by **(date)**, complete the online conflicts of interest and commitment disclosure form for the purposes of disclosure, management and/or elimination of potential conflicts of interest and commitment:

1. All full-time faculty, managerial/professional staff, administrators.
2. All employees who have been issued a University purchasing card.
3. All employees with delegated signature authority.
4. Anyone who is responsible for the design, conduct, or reporting of research including all investigators and anyone listed as key personnel on sponsored projects, human subjects research, or animal subjects research.
5. Anyone that is otherwise directed to complete the disclosure form.

Common, though far from inclusive, examples of disclosures include:

- (a) Activity involving use of University resources for which personal remuneration is received.
- (b) Outside professional activities that may substantially reduce the time available for the employee to carry out the primary obligations of the employee's University appointment.
- (c) Changes in the amount of personal financial remuneration received from outside entities.
- (d) Sponsorship of a research project by an outside entity not previously disclosed.
- (e) Engagement in or changes in an existing unremunerated service role or position, e.g. serving on a Board of Directors of a non-profit corporation.
- (f) Creation of a new startup company.
- (g) Reimbursement for Sponsored Travel:
Public Health Service (PHS) rules require increased transparency for reimbursement of travel expenses. Investigators now must disclose reimbursed or sponsored travel related to the investigator's institutional responsibilities. Sponsored travel includes travel expenses reimbursed, or expenses paid on behalf of the University traveler and not reimbursed to the traveler so that the exact monetary value may not be readily available. Travel that is reimbursed or sponsored by U.S. federal, state, or local government agencies, U.S. institutions of higher education, academic teaching hospitals, medical centers, or research institutes affiliated with an institution of higher education does not have to be disclosed.
- (h) Financial interests from a foreign entity (government, university, non-profit, for-profit, etc.).

Any changes to information submitted via the online conflicts of interest and commitment disclosure form must be made within 30 days of discovering a new financial interest or outside activity that must be disclosed under this policy.

If a dean/unit supervisor becomes aware of a conflict of interest or conflict of commitment that an employee has not disclosed, the dean/unit supervisor shall discuss the situation with the employee and require that a written disclosure be made or updated as provided in this policy. If the employee is engaged in sponsored research, human or animal subject research, the employee must contact the Office of Research and Creative Activity to meet any additional disclosure requirements.

All reporting of potential or actual conflicts of interest and commitment should be undertaken with the goal of full disclosure. If there is doubt about the existence of an actual or apparent conflict of interest or commitment, or uncertainty as to the relation of an outside professional activity or financial interest to one's institutional responsibilities, the employee should err on the side of disclosing it for review and approval.

2. Review: The dean/unit supervisor initially evaluates each disclosure and either (a) approves or (b) forwards any real or perceived conflicts to the Compliance Officer and/or Office of Research and Creative Activity. The Compliance Officer and Office of Research and Creative Activity will flag any disclosure that may require review/management by the Conflict of Interest Committee (CIC). If CIC review is deemed unnecessary, the dean/unit supervisor will be notified and the disclosure will be approved.

3. Management: The Conflict of Interest Committee (CIC) is a standing committee responsible for reviewing potential conflicts and approving/monitoring plans to manage institutional and individual conflicts of interest and conflicts of commitment. Committee membership includes: **(include list of Committee members here)**

- (a) The disclosing employee's dean/unit supervisor may be invited to meet with the CIC to review a disclosure.
- (b) If deemed necessary, the CIC will draft a management plan to mitigate the effects of any type of conflict of interest. An appointed member of the CIC will meet with the disclosing individual, and as appropriate with their immediate and/or unit supervisor(s), to review and implement the management plan.
- (c) Appeal Process: A decision by the CIC may be appealed to the Sr. Vice Chancellor for Academic Affairs within 30 days of the date the employee was notified of the need for a management plan by the CIC. The appeal must be made in writing and should detail the reason for the appeal. The Sr. Vice Chancellor will determine whether the CIC's determination will stand, or whether the management plan or subsequent decisions should be sent back to the CIC for revision. The Sr. Vice Chancellor must provide written notification to the chair of the CIC and the appellant of his/her decision within 60 days of receiving the appeal.

4. Training: The Compliance Officer, the Office of Research and Creative Activity, Academic Affairs, and the Office of Human Resources, are responsible for developing training and providing guidance to all individuals relative to conflict of interest and conflict of commitment policy and procedures.

For all researchers applying for Public Health Service (PHS) funding, rules require that conflict of interest training occurs prior to engaging in research and every 4 years following the initial training. In addition, training may be required when there is a change in institutional policies, an Investigator joins UNO, or there is a case of noncompliance. The Office of Research and Creative Activity, in collaboration with other offices/officers as required, will be responsible for providing training opportunities for individuals involved in research.

5. Reporting: The Compliance Officer, the Office of Research and Creative Activity, Academic Affairs, and the Office of Human Resources, are responsible for reporting to sponsors, the Board of Regents, or state/federal agency, et.al. as required. Specifically: (1) the Office of Research and Creative Activity is responsible for reporting conflicts of interest to the National Institutes of Health and National Science Foundation and (2) the Compliance Officer is responsible for providing an annual report on conflicts of interest to the Board of Regents.

6. Records Retention: As it is critical to guard the privacy of all disclosures, the University will ensure all information is kept with restricted access. Information will be retained in accordance with the [University of Nebraska records retention schedules](#).

7. Institutional Conflicts of Interest: An institutional conflict of interest is a situation in which the financial interests of an institution or an institutional official, acting within his or her authority on behalf of the institution, may affect or appear to affect the research, education, business transactions, or other activities of the institution. Institutional conflicts of interest are of concern when financial interests create the potential for inappropriate influence over the institution's activities. A goal of this policy is to protect the credibility and integrity of the University, through the identification, review, and management of actual or potential institutional conflicts of interest. Left unaddressed, institutional conflict of interest could undermine public trust and support of the University and its missions.

It is critical to the mission and reputation of the University to ensure that all financial, research, and educational activities are carried out with objectivity. Because of relationships with public and private entities, the University must be aware of any relationships involving significant financial interest that may compromise or appear to compromise integrity.

Institutional conflicts of interest may involve any University activity carried out in the pursuit of the University's mission. Of particular concern are conflicts that arise in the conduct of research involving human subjects, but any activity in which the judgment of those involved becomes affected by University financial relationships may lead to a violation of this policy.

8. Enforcement: Instances of non-compliance with or violation or breach of this policy, including knowingly filing an incomplete, erroneous, or misleading disclosure, or failure to comply with prescribed procedures for managing an identified conflict of interest or commitment, will constitute a violation of the Bylaws and Policies of the Board of Regents of the University of Nebraska. Enforcement action will be taken in accordance with the Bylaws and Policies of the Board of Regents of the University of Nebraska, and, where applicable, the policies of the University of Nebraska at Omaha and the Collective Bargaining Agreement between the Board of Regents of the University of Nebraska and the University of Nebraska at Omaha Chapter of the American Association of University Professors.

Definitions

Conflict of Commitment occurs when the time devoted to external activities adversely affects an employee's capacity to meet University responsibilities.

Conflicts of Interest are situations where an individual's direct or indirect personal financial interests may compromise, or have the appearance of compromising, the individual's professional judgment or behavior in carrying out his or her obligations to the University of Nebraska. This includes indirect personal financial interests of an individual that may be obtained through third parties such as an individual's immediate family, business relationships, fiduciary relationships, or investments.

Financial Interest means anything of monetary value, whether or not the value is readily ascertainable.

Investigator/Key Personnel shall mean the project director or principal investigator and any other person, regardless of title or position, who is responsible for the design, conduct or reporting of research which may include graduate students, post-docs, residents, collaborators or consultants.

Immediate Family shall mean an individual who is the spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption of the employee.

An **Institutional Conflict of Interest** shall mean a situation in which the financial interests of an institution or an institutional official, acting within his or her authority on behalf of the institution, may affect or appear to affect the research, education, business transactions, or other activities of the institution.

Remuneration includes salary and any payment for services not otherwise identified as salary (e.g., consulting fees, honoraria, paid authorship); equity interest includes any stock, stock option, or other ownership interest, as determined through reference to public prices or other reasonable measures of fair market value.

Additional Contacts

Subject	Contact	Phone	Email
Academic Affairs	Regina Toman	402-554-3191	rtoman@unomaha.edu
Human Resources	Cecil Hicks	402-554-3664	clhicks@unomaha.edu
Research & Creative Activity	Brenda Kolobara	402-554-2286	bkolobara@unomaha.edu

Forms

(Link to online conflicts of interest and disclosure form)

Related Information

[University of Nebraska Board of Regents Bylaw 1.10: Code of Ethics](#)

[University of Nebraska Board of Regents Bylaw 3.2.2: Nepotism](#)

[University of Nebraska Board of Regents Bylaw: 3.4.5: Outside Employment](#)

[University of Nebraska Board of Regents Bylaw 3.8: Conflict of Interest](#)

[University of Nebraska Board of Regents Policy 3.2.8: Conflict of Interest and Conflict of Commitment](#)

[University of Nebraska Board of Regents Policy 6.2.1: Purchasing Policy](#)

[Nebraska Political Accountability and Disclosure Act](#)

[Responsibility of Applicants for Promoting Objectivity in Research for Which Public Health Service Funding Is Sought and Responsible Prospective Contractors](#)

History

New Draft Policy