



Executive Memorandum No. 36

Disclosure of Conflicts of Interest and Conflicts of Commitment

Pursuant to Sections 3.4.5 and 3.8 of the Bylaws of the Board of Regents of the University of Nebraska and the Board of Regents Policy on Conflict of Interest and Conflict of Commitment (RP-3.2.8), this Executive Memorandum describes and clarifies procedures and standards for the disclosure of conflicts of interest and/or conflicts of commitment.

1. Policy Scope

This policy applies to all employees of the University of Nebraska.

2. Policy Goals

The University not only permits but expressly encourages its employees to engage in outside professional activities with industry and other external constituencies. At the same time, the University is cognizant that an employee'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 an employee of the University. This policy is intended to increase the awareness of University employees to the potential for conflicts of interest and commitment and to clarify procedures whereby such conflicts may be disclosed, avoided, or properly managed.

3. Definitions

Conflict of Commitment - occurs when the time devoted to external activities adversely affects, or has the appearance of adversely affecting, an employee's capacity to meet University

responsibilities.

Conflict of Interest - means situations when an employee's direct or indirect personal financial

- The Islamic Republic of Iran.

Foreign Talent Recruitment Program – is any program, position, or activity that includes compensation in the form of cash, in-kind compensation, including research funding, promised future compensation, complimentary foreign travel, things of non de minimis value, honorific

titles, career advancement opportunities, or other types of remuneration or consideration directly

provided by a foreign country at any level (national, provincial, or local) or their designee, or an

vi. Being required to apply for and successfully receive funding from the sponsoring foreign government's funding agencies with the sponsoring foreign organization as the recipient;

vii. Being required to omit acknowledgment of the recipient institution with which the

individual is affiliated with the Federal research agency sponsoring the research and

development award, contrary to the institutional policies or standard terms and conditions of the Federal research and development award;

viii. Being required to not disclose to the Federal research agency or employing institution the participation of such individual in such program, position, or activity;

ix. Having a conflict of interest or conflict of commitment contrary to the standard terms and conditions of the Federal research and development award; and

- Anyone who is otherwise directed to complete the disclosure form.

President and each Chancellor.

All reporting of actual or potential conflicts of interest and commitment should be undertaken

7. Enforcement

Instances of non-compliance with or violation or breach of this policy, including failure to file or 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 ~~Virginia and may lead to disciplinary action and including termination from the University. The~~

University may be obligated to report non-compliance, violation or breach of this policy to other entities.

Dated this 21st day of August, 2024.



Jeffrey A. Gold, President