

Policy 1-006: Individual Financial Conflict of Interest Policy

Effective Date: August 20, 2012 (For policy prior to this date refer to Revision 10)

I. Purpose and Scope

A central mission of the University is to educate the individual through the dissemination, discovery, and refinement of knowledge. In its pursuit of excellence in teaching, research and service, the University is an institution based on the shared values of learning, diversity and inclusiveness, entrepreneurship, independent inquiry, respect for resources, collegiality, and community. Even when individual members of the University community work to accomplish this mission with these shared values, financial conflicts of interests may naturally arise that have the potential to impair the judgment of the individuals in that work.

This Policy describes the process by which the University identifies, evaluates and manages financial conflicts of interest of individuals without violating its central missions. It uses disclosure as the key mechanism to bring potential financial conflicts of interest to light for evaluation and possible oversight. This Policy also identifies types of financial conflicts of interest in which individuals are not allowed to engage because they would be in violation of law or are judged by the University to be in violation of its central missions. This Policy establishes the Individual Conflict of Interest Committee and Officer to administer implementation of the Policy. This Policy is not intended to directly govern financial conflicts of interest of the University as an institution, a subject governed by other regulations. [See Policy ### - (new University Institutional Conflict of Interest policy currently being written)] .

II. Definitions

- A. **Business Entity** means a sole proprietorship, partnership, association, joint venture, corporation, firm, trust, foundation, or other organization or entity used in carrying on a trade or business, including parent organizations of such entities or any other arrangement in which an entity operates through a subsidiary. Business Entity does not include federal, state, or local government agencies, institutions of higher education as defined at 20 U.S.C. 1001(a), academic teaching hospitals, medical centers, or research institutes affiliated with an institution of higher education.
- B. **Compensation** means anything of economic value, however designated, which is paid, loaned, granted, given, donated, or transferred to any person or Business Entity for or in consideration of personal services, materials, property, or the like.
- C. **Disclosure Form** is the personal financial information provided to the Individual Conflict of Interest Committee by an Investigator or Employee which shall include a complete description, including dollar amounts or percentages of ownership, for all Significant Financial Interests related to their professional responsibilities to the University.
- D. **Employee** means, **for the limited purposes of this Policy**, any individual who is employed by the University, whether full or part time, and includes but is not limited to staff, faculty, postdoctoral fellows, medical housestaff, educational trainees and students.
- E. **Family Member** means, for the limited purposes of this Policy, spouse/domestic partner and/or dependent and/or minor children. (Domestic partner is further defined in University Rule 5-200A.)
- F. **Gift** includes money, non-pecuniary gifts, excessive compensation or non-commercial loans. For the purpose of this Policy a gift does not apply to occasional non-pecuniary gifts that have an insignificant monetary value, as defined by the Utah Public Officers' and Employees' Ethics Act [Fn1], that would not tend to improperly influence an Employee in the discharge of his/her duties.

- G. **Human Subjects Research** is any research that has been designated “human subjects research” by the University's Institutional Review Board.
- H. **Intellectual Property** means any ideas, inventions, technology, creative expression and embodiments thereof, in which a proprietary interest is claimed, including but not limited to patents, copyrights, trademarks, know-how, and biological materials.
- I. **Investigator** means an individual, regardless of whether or not an Employee of the University as defined in this Policy, who is the project director or the principal Investigator and any other person, regardless of title or position, who is responsible for the design, conduct or reporting of research or scholarly activities conducted in whole or in part under the auspices of the University, which may include for example, collaborators, consultants and/or subaward or subcontract recipients.
- J. **Research** means a systematic investigation, study or experiment designed to develop or contribute to generalizable knowledge. The term includes, but is not limited to, basic and applied research (e.g., a published article, book or book chapter) and product development (e.g., a diagnostic test or drug).
- K. **Significant Financial Interest** means a financial interest consisting of one or more of the following interests of the individual Investigator or Employee (and those of the Investigator's or Employee's Family Member as defined in this Policy) that reasonably appear to be related to the Investigator's or Employee's responsibilities to the University, as defined by an individual's department or job description [\[Fn2\]](#):
1. With regard to any publicly traded entity, a Significant Financial Interest exists if the value of any remuneration received by the individual from the entity in the twelve months preceding the disclosure and the value of any equity interest in the entity as of the date of disclosure, when aggregated, exceeds \$5,000. For purposes of this definition, 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;
2. With regard to any non-publicly traded entity, a Significant Financial Interest exists if the value of any remuneration received by the individual from the entity in the twelve months preceding the disclosure, when aggregated, exceeds \$5,000, or when the individual holds any equity interest (e.g., stock, stock option, or other ownership interest); or
 3. Intellectual property rights and interests (e.g., patents, copyrights), when the patent application is filed or when the copyright is asserted or upon receipt of income related to such rights and interests, including royalty income from Intellectual Property owned by the University of Utah Research Foundation.

L. However, Significant Financial Interest does NOT include:

1. salary, travel reimbursements or other non-royalty remuneration from the University if the Investigator is currently employed or otherwise appointed by the University;
2. Income from seminars, lectures, or teaching engagements sponsored by a federal, state, or local government agency, an institution of higher education as defined at 20 U.S.C. 1001(a), an academic teaching hospital, a medical center, or a research institute that is affiliated with an institution of higher education;
3. Income from service on advisory committees or review panels for a Federal, state, or local government agency, an Institution of higher education as defined at 20 U.S.C. 1001(a), an academic teaching hospital, a medical center, or a research institute that is affiliated with an Institution of higher education;

4. Income from investment vehicles, such as mutual funds and retirement accounts, as long as the Investigator does not directly control the investment decisions made in these vehicles.

M. **Transaction** means a formal or informal contract or agreement, express or implied, to which the University is a party.

III. Policy

- A. General requirements (disclosure, prohibited activities).

It is the duty of every individual member of the University community to disclose in a timely manner his or her personal or Family Member's involvement in activities listed as Activities Requiring Disclosure (Section III-B). Approval of the Individual Conflict of Interest Committee must be obtained before engaging in these activities. It is forbidden for individual University Employees or Investigators to engage in any Activities That Are Not Allowed (Section III-C).

- B. Activities Requiring Disclosure

1. Research and Scholarly Activity

- a. Investigators. Disclosure is required when an Investigator is responsible for the approval, design, conduct, or reporting of sponsored research conducted in whole or in part under the auspices of the University.
- b. Employees. Disclosure is required when an Employee or his/her Family Member has a Significant Financial Interest related to research or scholarly activities involving University subordinates or students and the Employee has responsibility for the subordinates' or students' employment and/or academic evaluations.
- c. Other individuals. Disclosure is required when a student or postdoctoral scholar or his/her Family Member has a Significant Financial Interest and

submits an individual application for fellowship or other research support under the auspices of the University.

2. Human Subjects Research

Disclosure is required when an Investigator is responsible for the design, conduct, or reporting of human subjects research conducted in whole or in part under the auspices of the University.

Research with human subjects must receive the highest level of protection from bias or appearance of bias created by an individual's conflict of interest. Consequently, the University shall apply a presumption against the conduct of research with human subjects in any circumstance where the individual has a conflict of interest relating to the research. The Individual Conflict of Interest Committee may approve conduct of the research by the individual only upon a finding of compelling circumstances and only when the Committee can craft an effective management plan to mitigate the conflict. Otherwise, the conflict must be eliminated or the research project shall not be conducted by the individual.

3. Intellectual Property

Disclosure is required prior to the negotiation of any licensing agreements when an Employee is a named inventor on an invention disclosure and the Employee or his/her Family Member has a Significant Financial Interest in a Business Entity related to the Intellectual Property.

4. Procurement

- a. Disclosure is required when an Employee or his/her Family Member has a Significant Financial Interest in a Business Entity proposing to enter into a transaction with the University, and that Employee or Family Member is in a position to influence the outcome of the University's decision on that transaction.

- b. Disclosure is required when an Employee or his/her Family Member has a Significant Financial Interest in a Business Entity that provides goods or services, the University provides the same or similar goods and services, and the Employee is in a position to direct potential purchasers of the goods and services away from the University and to the Business Entity. This provision does not otherwise limit consulting by faculty or staff as defined under Policy 5-204.
- c. The Utah Public Officers' and Employees' Ethics Act, Utah Code Annotated §67-16-1 et seq. (the Ethics Act) requires disclosure of certain conflicts of interest to other entities including the state Attorney General's Office. University Employees are responsible for complying with the Ethics Act.

C. Activities That Are Not Allowed (Prohibited Activities)

The following activities present conflicts of interest in which individuals are not allowed to engage because they would be in violation of law or judged by the University to be in violation of its central missions.

1. Academic Freedom Restrictions

- a. Secrecy or confidentiality requirements are not allowed if they impact evaluation of a student, faculty member, or other Employee, or if they delay fulfillment of degree requirements by more than the time contractually allowed for publication and/or protection of intellectual property rights (up to 6 months).
- b. Investigators shall not permit a sponsor to compromise the integrity of the scientific analysis or the publication of research results or its conclusions.
- c. Evaluation of faculty, staff, postdoctoral fellows, medical housestaff, educational trainees or students is not allowed to be based, in whole or in part, on participation in (or refusal to participate in) non-University

activities involving Business Entities in which the evaluating Employee or Investigator has a Significant Financial Interest. The participation of faculty, staff, medical housestaff, educational trainees or students in non-University activities involving such Business Entities shall not be required or expected.

2. Human Subjects Research

Individual Investigators or Employees participating in the design, conduct or reporting of a human subjects research study, or their Family Members, shall not, directly or indirectly, accept any incentives or gifts from a Business Entity that is sponsoring or providing support for the study. Payments to the University from Business Entities that are sponsoring or providing support for the study shall only be deposited into the investigators' restricted project account established for the study, unless otherwise approved by the Vice President for Research.

3. Intellectual Property

Involvement by an Employee in the process of negotiating a license on behalf of the University with a Business Entity in which the Employee or his/her Family Member has a Significant Financial Interest is not allowed.

4. Solicitation or Receipt of Gifts [\[Fn1\]](#)

Solicitation or receipt of a gift by a University Employee, whether directly or indirectly through the institution, is not allowed, when (a) the purpose or effect of the gift is likely to improperly influence the Employee in the discharge of his/her University responsibilities; (b) the gift is given to reward the Employee for official action taken; or (c) the gift is given in close proximity [\[Fn3\]](#) to recent past, present or future transactions between the University and the giver of the gift.

D. Investigator and Employee Disclosure Responsibilities

This Policy uses disclosures as the key mechanism to bring potential financial conflicts of interest to light for evaluation and possible oversight.

1. Each Investigator or Employee engaged in any activities specified in Section III-B is required to complete financial conflict of interest training offered by the University.
2. Each Investigator or Employee must personally complete and submit a Disclosure Form prior to engaging in any activities specified in Section III-B.
 - a. The Investigator or Employee must provide complete and accurate information about all Significant Financial Interests that reasonably appear related to his/her professional responsibilities to the University.
 - b. The Investigator or Employee will not engage in any activities specified in Section III-B until the Individual Conflict of Interest Committee determines whether a Significant Financial Interest creates a financial conflict of interest for the Investigator or Employee and approves a plan to manage, reduce or eliminate any such conflicts.
3. Once a Disclosure Form has been required by the University, each Investigator or Employee must update his/her Disclosure Form at least annually and within thirty (30) days of discovering or acquiring (e.g., through purchase, marriage, or inheritance) a new Significant Financial Interest that is related to his/her professional responsibilities to the University [\[Fn2\]](#).
4. Investigators participating in research funded by the Public Health Service (PHS) must also disclose the occurrence of any reimbursed or sponsored travel (i.e., that which is paid on behalf of the Investigator and not reimbursed to the Investigator so that the exact monetary value may not be readily available), related to their responsibilities to the University [\[Fn4\]](#); provided, however, that this disclosure requirement does not apply to travel that is reimbursed or sponsored by a Federal, state, or local government agency, an Institution of higher education as defined at 20 U.S.C. 1001(a), an academic

teaching hospital, a medical center, or a research institute that is affiliated with an Institution of higher education.

E. Individual Conflict of Interest Committee

1. The Individual Conflict of Interest Committee is hereby established as a University standing committee. The voting members shall be nominated by the Personnel and Elections Committee of the Academic Senate and appointed by the President of the University to serve for three year terms. A majority of the voting members shall be University faculty. The Committee shall be a campus-wide committee with broad representation from across campus. The President shall also appoint non-voting ex-officio participants from relevant administrative offices. Further details of the membership structure may be specified in a University Rule associated with this Policy, to be approved as per Policy 1-001.
2. The Committee is charged with:
 - a. providing education and training to members of the University community about financial conflicts of interest and how they can be effectively managed, reduced or eliminated;
 - b. reviewing Disclosure Forms submitted by Investigators and Employees;
 - c. determining whether a disclosed Significant Financial Interest is a financial conflict of interest; and, if so,
 - d. determining how a financial conflict of interest can be managed, reduced, or eliminated to protect the Investigator or Employee, the interests of the University, research participants and the public.
3. A Conflict of Interest Officer and other staff as needed shall be employed by the University and adequate resources allocated to support the duties of the Individual Conflict of Interest Committee.

4. The Committee and its members shall act without bias in administering this Policy.

F. Conflict of Interest Office and Committee Responsibilities

1. The Conflict of Interest Office, on behalf of the Individual Conflict of Interest Committee, will determine, for each individual's Disclosure Form, whether a Significant Financial Interest exists that requires the review of the Conflict of Interest Committee. The individual Investigator or Employee and his/her department chair or supervisor will be notified when the Conflict of Interest Office refers a potential conflict of interest to the Conflict of Interest Committee for review.
2. The Conflict of Interest Committee will consult with the individual Investigator or Employee as appropriate and determine whether a Significant Financial Interest creates a financial conflict of interest. If it is determined that a financial conflict of interest exists, then the Conflict of Interest Committee will determine how it can be managed, reduced, or eliminated.
3. The Conflict of Interest Office will transmit the decision of the Conflict of Interest Committee to the Investigator or Employee, his/her University superiors, and the appropriate offices within the University.
4. The Committee is primarily responsible for monitoring and ensuring compliance with approved plans to manage, reduce or eliminate financial conflicts of interest. In most circumstances, this will include requiring the Investigator or Employee to submit compliance reports at intervals specified by the Committee in the management plans. When plans require specific expertise, the Committee may enlist peers to assist with monitoring compliance as needed.
5. The University will adhere to research sponsor requirements and state and federal law for reporting of disclosure and management, reduction or elimination of conflicts of interest.

G. Confidentiality

1. Conflict of interest disclosures and Committee determinations concerning conflicts and violations shall be available to:
 - a. the Investigator or Employee's University superiors;
 - b. the appropriate University offices, including but not limited to, the Office of the Vice President for Research, the Office of General Counsel, Internal Audit, Institutional Review Board, Office of Sponsored Projects, Technology Commercialization Office, Procurement & Contracting Services, Graduate School; and
 - c. other Employees whose responsibilities to the University are directly affected by the conflict of interest.
2. In certain circumstances, federal and state law may require public disclosure of information relating to identified conflicts of interest.
3. In other circumstances, including but not limited to conflicts regarding human subjects research, the University may require public disclosure as part of a conflict management plan.
4. Except for the foregoing disclosures contemplated in this Policy, the Individual Conflict of Interest Committee and those within the University who have direct responsibility for reviewing potential conflicts or investigating potential violations of this Policy shall treat the information received and considered during these processes as confidential information.
5. Any information disclosed by an Investigator or Employee as required by this Policy shall be used solely for the purpose of administering this Policy and shall not be used for any other purpose unless required by law.
6. Unauthorized disclosure of any such information by an Employee shall be deemed to be unethical behavior and shall be punishable under pertinent

University Regulations including [Policy 5-111](#) (Corrective Action and Termination Policy for Staff Employees) or [Policy 6-316](#), Sections 4 & 5 (Faculty Code).

H. Appeals

Any decision of the Individual Conflict of Interest Committee concerning the existence of a conflict of interest or the appropriateness of a plan to manage, reduce, or eliminate a conflict may be appealed within thirty (30) days to a panel which shall include the Senior Vice President for Academic Affairs, the Senior Vice President for Health Sciences and the Vice President for Research. The decision of the panel shall be final.

I. Non-Compliance

1. Reports of Non-Compliance Potential violations of this Policy or any conflict of interest management plans must be reported to the University's Conflict of Interest Officer.
2. Investigation of Non-Compliance The Individual Conflict of Interest Committee shall investigate all potential non-compliance with this Policy, including potential non-compliance with prescribed management plans.
3. Protection of Affected Parties To the extent permitted by law and University policies, the University will protect the identity and privacy of those individuals who, in good faith, report apparent non-compliance with this Policy or furnish information regarding such non-compliance. Retaliation of any kind against any individual, who, in good faith, alleges non-compliance or cooperates with the investigation, is prohibited and the retaliator may be subject to discipline under pertinent University policies.
4. Restrictions That May Be Imposed by the Individual Conflict of Interest Committee

- a. For violations of this Policy, the Committee may impose one or more of the following restrictions on an individual:

Freeze research funds, or otherwise suspend, a project or projects related to the policy violation;

Remove the individual found to be in violation from a role as Principal Investigator or Investigator on a project or projects related to the policy violation;

Prohibit submission of new applications to the Institutional Review Board and/or the Office of Sponsored Projects until resolution of the relevant conflict of interest issues or for a specified period of time;

Other restrictions as may be deemed appropriate by the Committee.

- b. The individual Investigator or Employee may appeal the restrictions imposed by the Committee to a panel which shall include the Senior Vice President for Academic Affairs, the Senior Vice President for Health Sciences, and the Vice President for Research. The decision of the panel shall be final.

- c. In situations involving the health or safety of any person or the potential loss of significant University resources, the Committee may implement any restrictions listed in paragraph 4(a) that are necessary to protect these persons and resources pending the outcome of the investigation.

Otherwise, no restrictions, disciplinary or administrative action shall occur until the conclusion of the violation evaluation process set forth in this Policy.

5. Disciplinary and Other Administrative Actions

- a. For violations of this Policy, the Committee may recommend to the cognizant vice president(s) that disciplinary action be taken against the individual (including but not restricted to: reprimands, fines, probation,

suspension, or dismissal). The Committee may proceed with a complaint against the Investigator or Employee before the appropriate University hearing body.

b. Other Administrative Actions

For violations of this Policy, the Committee may recommend to the cognizant vice president(s) that one or more of the following administrative actions be taken:

Withholding payment owed under a procurement contract relating to the conflict;

Legal action to rescind or revise University contracts entered into or found to be in violation of this Conflict of Interest Policy or of federal or state law;

Legal action to recover the amount of financial benefit received by an Investigator or Employee as a result of his or her violation of this policy;

Other similar and appropriate actions.

6. Violations of the Utah Public Officers' and Employees' Ethics Act may result in prosecution and criminal penalties pursuant to that Act. (Utah Code Ann. § 67-16-1, et seq.)

7. The remedies provided or referenced above are cumulative and may include any other remedies required or provided by applicable state or federal law.

8. The Office of Associate Vice President for Research Integrity shall report incidents of non-compliance of with this Policy to external agencies and sponsors as required by state and federal law.

J. Other Conflict of Interest Policies and Procedures

1. University Institutional Conflict of Interest Policy

In situations where both an individual and an institutional conflict of interest may exist, Investigators and Employees will be required to comply with the requirements of this Policy and also with the requirements of [Policy XXX - (new University Institutional Conflict of Interest policy currently being written)]. The Individual Conflict of Interest Committee and the University Institutional Conflict of Interest Committee shall consult on cases of overlapping oversight to determine the appropriate plan to manage, reduce, or eliminate both the individual and the institutional conflicts.

The Individual Conflict of Interest Committee and the University Institutional Conflict of Interest Committee shall consult on cases of overlapping oversight to determine the appropriate plan to manage, reduce, or eliminate both the individual and the institutional conflicts.

2. Supplemental Rules Regarding Conflicts of Interest

Any unit within the University may elect to adopt a “Supplemental Rule” (as described in Policy 1-001) applicable for conflicts of interest arising within that unit. Any such Supplemental Rule shall operate in conjunction with this Policy, providing that such Supplemental Rule must aid in the implementation of and not be in conflict with the terms of this Policy. Any such Supplemental Rule proposed by any unit of the University shall be submitted for the approval of the Individual Conflict of Interest Committee.

[Note: Parts IV-VII of this Regulation (and all other University Regulations) are Regulations Resource Information – the contents of which are not approved by the Academic Senate or Board of Trustees, and are to be updated from time to time as determined appropriate by the cognizant Policy Officer and the Institutional Policy Committee, as per Policy 1-001 and Rule 1-001.]

IV. Rules, Procedures, Guidelines, Forms and other Related Resources

A. Rules

1. Rule [R1-006A](#): Individual Conflict of Interest Committee Membership Rule
2. Rule [R1-006B](#): Individual Financial Conflict of Interest Non-Compliance

B. Procedures

1. Procedure [P1-006](#): Reviewing Individual Conflict of Interest Disclosure Forms

C. Guidelines

D. Forms

E. Other related resource materials

1. Health Sciences Industry Relations Policy [SR1-006](#)

V. References

- A. Utah Public Officers' and Employees' Ethics Act, Utah Code Ann. § 67-16-1 et seq. 15 Utah Criminal Code, Utah Code Ann. § 76-8-105(1).
- B. National Science Foundation Policy; Grant Policy Manual 510, Investigator Disclosure Policy, 60 F.R.132, pp. 35810-823 (July 11, 1995).
- C. U.S. Department of Health and Human Services, Objectivity in Research Subpart F- 19 Responsibility of Applicants for Promoting Objectivity in Research for Which Funding is Sought, 42 CFR Part 50, Subpart F (for NIH Contracts, 45 CFR Part 94, Responsible Prospective Contractors).
- D. U.S. Department of Health and Human Services, Financial Disclosure by Clinical Investigators, 21 CFR Part 54.
- E. Anti-Kickback Act of 1986 (41 U.S.C. 51-58) and OMB Uniform Guidance (2 CFR 200).

- F. [Policy 5-111](#), Disciplinary Actions and Dismissal of Staff Employees.
- G. [Policy 5-210](#), Employee Relations Procedures for Alleging Discrimination or Harassment and for Initiating Staff Employment Grievances.
- H. [Policy 3-192](#), Restricted Purchases and Special Procurement.
- I. [Policy 7-001](#), Policy for Research Misconduct.
- J. [Policy 7-003](#), Copyright Policy: Ownership Purpose and Scope.
- K. [Policy 6-400](#), Code of Student Rights and Responsibilities.
- L. [Policy 6-316](#), Code of Faculty Rights and Responsibilities.

Related Topics Not Addressed by this Policy

- M. [Policy 5-204](#), Remunerative Consultation and Other Employment Activities, and [5-403](#), Additional Compensation and Overload Policy, discuss conflicts of commitment of time and use of University name, property, facilities or resource.
- N. [Policy 4-005](#), Use and Security of Property, discusses use of property, supplies and services purchased with University funds.
- O. [Policy 7-004](#), University Faculty Profit-Making Corporations, discusses conflicts of commitment.
- P. [Policy 7-013](#), Patents and Inventions, discusses requirements for transfer of University technology and other intellectual property.
- Q. [Policy 6-316](#), Code of Faculty Rights and Responsibilities, discusses use of the University's name or property.
- R. F. Institutional Conflicts of Interest are not covered by this policy.

VI. Contacts

The designated contact officials for this Policy are:

- A. Policy Owner (primary contact person for questions and advice): Conflict of Interest Officer
- B. Policy Officers: Vice President and General Counsel, Vice President for Research

These officials are designated by the University President or delegee, with assistance of the Institutional Policy Committee, to have the following roles and authority, as provided in University Rule 1-001:

"A 'Policy Officer' will be assigned by the President for each University Policy, and will typically be someone at the executive level of the University (i.e., the President and his/her Cabinet Officers). The assigned Policy Officer is authorized to allow exceptions to the Policy in appropriate cases.... "

"The Policy Officer will identify an 'Owner' for each Policy. The Policy Owner is an expert on the Policy topic who may respond to questions about, and provide interpretation of the Policy; and will typically be someone reporting to an executive level position (as defined above), but may be any other person to whom the President or a Vice President has delegated such authority for a specified area of University operations. The Owner has primary responsibility for maintaining the relevant portions of the Regulations Library... [and] bears the responsibility for determining which reference materials are helpful in understanding the meaning and requirements of particular Policies... ." University Rule 1-001-III-B & E

VII. History

Renumbered as Policy 1-006 effective 9/15/2008, formerly known as PPM 2-30.

Revision History:

- A. Current version: Revision 11

Effective date: August 20, 2012

Approved: Academic Senate: May 7, 2012

Approved: Board of Trustees; June 12, 2012

Legislative History of Revision 11

B. Earlier versions:

Revision 10: Effective dates - March 8, 2004 to August 19, 2012

Revision 9: Effective dates - February 9, 2004 to March 7, 2004

Revision 8: Effective dates - July 15, 2003 to February 8, 2004

Revision 7: Effective dates - April 15, 2002 to July 14, 2003

Revision 6: Effective dates - September 22, 2000 to April 14, 2002

Revision 5: Effective dates - July 18, 1994 to September 21, 2000

(1) As of January 2003, the Utah Public Officers' and Employees' Ethics Act, Utah Code Ann. § 67-16-1 et seq. permitted occasional nonpecuniary gifts not exceeding \$50.00.

(2) For Investigators who are not University Employees, as defined in this Policy, Significant Financial Interest shall include those financial interests that reasonably appear to be related to the Investigator's responsibilities to his/her employer and/or profession.

(3) In conformity with the Utah Public Officers' and Employees' Ethics Act, Utah Code Ann. § 67-16-5 et seq.

(4) For Investigators who are not University Employees, as defined in this Policy, disclosure of travel shall include the occurrence of any reimbursed or sponsored travel

(i.e., that which is paid on behalf of the Investigator and not reimbursed to the Investigator so that the exact monetary value may not be readily available), related to the Investigator's responsibilities to his/her employer and/or profession provided, however, that this disclosure requirement does not apply to travel that is reimbursed or sponsored by a federal, state, or local government agency, an Institution of higher education as defined at 20 U.S.C. 1001(a), an academic teaching hospital, a medical center, or a research institute that is affiliated with an Institution of higher education.

OUTDATED