



Effective: February 9, 2021
Last Revised: November 6, 2020

Responsible University Administrators:
Vice President for Business and Finance

Responsible University Office:
Compliance

Policy Contact:
Compliance Officer
drewnielsen@unomaha.edu

Scope

This policy applies to all University of Nebraska Central Administration (UNCA) employees and the campus Chancellors (who also serve as Vice Presidents of the University of Nebraska).

Policy Statement

The University of Nebraska (University) not only permits, but expressly encourages its employees to engage in outside activities with industry and other external constituencies. At the same time, the University is cognizant that an employee's relationship with outside enterprises

of Interest Committee (CIC). If CIC review is deemed unnecessary, the supervisor will be notified and the disclosure will be approved.

III. Management

The CIC is a standing committee appointed by the President and is responsible for reviewing potential conflicts and approving/monitoring plans to manage institutional and individual conflicts or interest and conflicts of commitment.

- a. The disclosing employee and/or the employee's supervisor(s) may be invited to meet with the CIC to review a disclosure.
- b.

employee that may be obtained through third parties such as an employee's immediate family, business relationships fiduciary relationships, or investments.

- < **Financial Interest** – anything of monetary value, whether or not the value is readily ascertainable.

- < **Immediate Family** – an individual who is the employee's spouse, child, parent, brother, sister, grandchild, or grandparent by blood, marriage, or adoption.

- < **Institutional Conflict of Interest** – when the University's own financial interests or those of its senior officials pose risks of undue influence on decisions involving the University's primary interests.

- < **Outside Professional Activities** – services to a non-University of Nebraska entity, whether compensated or not, which are reasonably related to the employee's research, professional expertise, or the practice of their profession and are not a part of the employee's institution