



## **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

- 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; or

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

b. A program that is sponsored by:

i. A foreign country of concern or an entity based in a foreign country of concern



**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 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 21<sup>st</sup> day of August, 2024

  
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Jeffrey, P. Gold, President