

Welcome to UC ANR's Policy, Compliance, and Programmatic Agreements guide on conflicts of commitment and interest. In this video, we will review the difference between the conflicts and how to learn more.

What is a Conflict of Commitment? A conflict of commitment can arise when a person's external activities interfere with the person's professional responsibilities to the University. A conflict of commitment usually involves issues of time allocation. Examples of potential conflict of commitment activities include outside consulting agreements, personal business, and more.

Academics are required to complete forms for outside consulting indicating the anticipated time commitment. This information should be disclosed through the Consulting and Other Professional Activities form found on ANR's HR website.

In addition to time allocation, conflict can occur when University resources, information, or human resources are used for non-University purposes. For example, using a University vehicle to help a friend move, sharing vendor pricing information with competing organizations, or asking a UC ANR employee or volunteer to do personal tasks are all potential conflicts.

What is a Conflict of Interest? A conflict of interest is a situation in which the conduct of research could be compromised or appear to be compromised by a related financial interest on the part of the principal investigator or co-principal Investigator and their immediate family members.

Financial interest refers to any personal benefit of significant monetary value. This can include:

- Salary or payments for services.
- Equity interests like stocks or stock options.
- Intellectual property rights such as patents and royalties (excluding those received through the University).
- Appointments to positions like officer or director in a business entity.

Even something seemingly as trivial as bringing business guests to your family's restaurant is a potential conflict. This situation involves a financial interest that could improperly influence your University duties or appear to do so, benefiting your family's business.

Potential conflicts of interest must be disclosed and managed. PCPA oversees non-research related conflict of interest matters and manages the submission of statement of

economic interests, known as Form 700. PCPA will reach out to you if you are a designated official required to fill out Form 700.

- Please contact PCPA with non-research related inquiries.
- Contracts and Grants oversees research-related conflict of interest matters; please contact the Contracts and Grants director with research-related inquiries.
- Academic HR manages conflict of commitment matters; please contact the Academic HR manager regarding academic consulting and other professional activities.

Visit our website for more information.