

Resolution 2016-2017-13 Fair and equal enactment of the UCF Employment of Relatives Policy

Whereas, UCF has a broad interest in maintaining an open and transparent conflict of interest policy, including disclosing the employment of relatives, to ensure all stakeholder that the actions, policies, and decisions made by UCF faculty, staff, and administrators are in the best interests of the University; and

Whereas, research projects at UCF may require the unique skill sets or attributes of research personnel that may be related to the principal investigator of the project; and

Whereas, UCF has in place a conflict of interest policy that requires all relationships to family members to be reported as part of the annual conflict of interest assessment, and for mitigation plans to be set up and enacted when potential conflicts of interest are identified; therefore

Be It Resolved that the Faculty Senate endorses fair and equal enactment of the policies for identifying and mitigating potential conflicts of interest via the employment of relatives at UCF. In particular, employment of skilled researchers on a research project should not be singled out as the sole instance in which family members cannot utilize the mitigation procedures open to all other cases involving the employment of relatives. Therefore the second sentence of paragraph h in the Employment of Relatives Policy 3-008.2 should be removed from that policy.

Approved by the Faculty Senate on January 26, 2017.