

1 **Resolution 2016-2017-13 Fair and equal enactment of the UCF Employment of**
2 **Relatives Policy**
3

4 **Whereas**, UCF has a broad interest in maintaining an open and transparent conflict
5 of interest policy, including disclosing the employment of relatives, to ensure all
6 stakeholder that the actions, policies, and decisions made by UCF faculty, staff, and
7 administrators are in the best interests of the University; and
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9 **Whereas**, research projects at UCF may require the unique skill sets or attributes of
10 research personnel that may be related to the principal investigator of the project;
11 and
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13 **Whereas**, UCF has in place a conflict of interest policy that requires all relationships
14 to family members to be reported as part of the annual conflict of interest
15 assessment, and for mitigation plans to be set up and enacted when potential
16 conflicts of interest are identified; therefore
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18 **Be It Resolved** that the Faculty Senate endorses fair and equal enactment of the
19 policies for identifying and mitigating potential conflicts of interest via the
20 employment of relatives at UCF. In particular, employment of skilled researchers on
21 a research project should not be singled out as the sole instance in which family
22 members cannot utilize the mitigation procedures open to all other cases involving
23 the employment of relatives. Therefore the second sentence of paragraph h in the
24 Employment of Relatives Policy 3-008.2 should be removed from that policy.

Approved by the Faculty Senate Steering Committee January 12, 2017.