

Document 121: Element I.3.G

Policy Governing Conflict of Interest for Faculty at West Virginia University

(West Virginia University Faculty Handbook. Approved by University System of West Virginia, May, 2000)

6.7 Conflict of Interest

Conflict of interest occurs when faculty members furnish goods, services, or anything else, and, in return, receive money in addition to their contracted salaries or wages. Conflict exists if any member of the family of the faculty member is part of a corporation, has an interest in it, or owns a majority of its stock, and that corporation furnishes to the University goods, services, or anything else. Conflict of interest, however, does not apply when a faculty member receives money for services performed under the University's consulting policy and the funds are supplied to the University by another agency through a grant, contract, or other arrangement. The examples of conflict of interest given here are not meant to be the only possibilities. Situations may arise in which other examples of conflict of interest occur.

Conduct by a faculty member constituted to be a conflict of interest is grounds for suspension or dismissal from the University for cause. Through this policy, the University carries the provisions of the Constitution of West Virginia, Section 9, Article 12, adopted on March 15, 1969. In addition, faculty should consult Series 43 on-line at <http://www.usys.wvnet.edu/TITLE128/T128S43.HTM> and WV Code 6B-1-1 of the West Virginia Governmental Ethics Act. Faculty Rights, Responsibilities, and Appeal Procedures 40

6.8 Conflict Resolution and Academic Due Process

Faculty members have the right of academic due process in accordance with the provisions of Board of Trustees Series 36 which governs academic freedom, appointments, promotion, tenure, evaluation, dismissal and termination, and grievances and appeal. On-line at <http://www.usys.wvnet.edu/TITLE128/SERIES36.HTM>.

6.8.1 University Mediation Program

In 1996, as an alternative form of conflict resolution, West Virginia University established a Mediation Program for faculty. That program is now available to faculty and staff; details are available on-line at <http://www.wvu.edu:80/~acadaff/mediation.htm>.

6.8.2 Grievance Procedures

The University provides recourse for faculty grievances. See Series 36, section 15 (<http://www.usys.wvnet.edu/TITLE128/SERIES36.HTM>). A grievance may also be heard under WV Code Section 18-29 (1992). On-line at http://www.wvu.edu/~acadaff/fac_hdbk_14c.htm.