

Policy Overview

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- **Policy Background**
- **Benchmarking**
- **Additional Resources in Development**
- **Policy Review**
- **Next Steps**

Policy Background

- **New Policy:** MSU Conflict of Interest and Conflict of Commitment Identification and Disclosure
 - Policy applies to: Faculty, Academic Staff, Executive Management, and Investigators on MSU Research
- Aligning MSU Outside Activities Policies with Federal Disclosure and Related Requirements (APFDR) Group established to review and update the policy
- Replaces the following MSU policies:
 - [Conflicts of Interest, Faculty/Academic Staff](#)
 - [Outside Work For Pay](#) (Faculty policy)

Policy Background

The newly revised policy:

- Serves as a central conflict of interest (COI) policy
- Supports compliance with federal regulations to protect faculty and their research
- Incorporates conflict of interest and commitment principles into one policy
 - MSU Outside Work for Pay policy integrated with the Outside Activities and Conflict of Commitment (COC) section of the Policy, creating efficiency for faculty

Policy Background

The newly revised policy also:

- Includes language related to encouraging a culture of transparency and the University's mission
- Incorporates updates to existing policy elements and includes new sections to enhance clarity of the document and its processes (e.g. definitions, appeals, Board of Trustees process)
- Links to other relevant policies (e.g. Patent Policy, Dual Appointment, Procurement & Logistics) making it easier to find them.
- Links to new guidance (e.g. state and federal regulations and process documents) that are fundamental to the policy.

Benchmarking

- Reviewed policies of other Big 10 Universities
- Completed 1:1 benchmarking with four Universities including:
 - Ohio State University
 - University of Michigan
 - University of Iowa
 - Pennsylvania State University
- Findings:
 - Incorporating conflict of commitment into the COI policy created efficiency and more understanding among faculty
 - Lessons learned regarding rolling out new COI initiatives for faculty

Additional Resources in Development

- Summary of crosswalk of outside work policy changes
- Matrix of outside activities and disclosure/approval requirements
- Flowchart of outside activities approval process
- FAQs for Conflict of Commitment and Outside Activities
- Standard Operating Procedures for Financial Conflicts of Interest
- Revisions to Outside Work for Pay/Outside Activities form

Policy Review

The draft policy has been reviewed by the following stakeholders:

- MSU Conflict Review Committee faculty members
- Aligning MSU Outside Activities Policies with Federal Disclosure and Related Requirements (APFDR) workgroup ([Membership](#))
- Provost and Vice President for Research and Innovation
- Additional faculty members, Deans, and relevant administrative staff

Next Steps

Pre policy implementation

- Faculty Governance review
- Exploring opportunities for centralized and electronic form for Outside Activities

Post policy implementation

- Training and communications plan for administrators, faculty, and academic staff