

FACULTY-LED STUDY ABROAD PROGRAMS

Conflict of Interest

RIT's Individual Conflict of Interest and Commitment Policy also applies to faculty/staff involved in the development of faculty-led study abroad programs. More information about this policy can be found at https://www.rit.edu/fa/compliance/icic_faq.html.

1. A **Conflict of Interest** exists whenever an employee's personal, professional, commercial, or financial interests or activities outside of the university have the possibility—whether potential, real, or perceived—of a) compromising the employee's judgment, b) biasing the nature or direction of scholarship, c) influencing the employee's decision or behavior with respect to teaching, student affairs, promotions and appointments, use of university resources, interaction with human subjects, or other matters of interest to the university, or d) resulting in personal or a family member's gain or advancement at the expense of the university. Family members are defined as spouses, parents, siblings, in-laws, children, domestic partners, and dependents.
2. A **Conflict of Commitment** exists whenever an employee's external commitments, relationships, or activities have the possibility—whether potential, real, or perceived—of interfering or competing with the university's mission or with the employee's ability or willingness to perform the full range of responsibilities associated with his or her position.

When designing and implementing faculty-led programs, faculty and staff should be particularly sensitive to situations which might pose a real or perceived conflict of interest. Examples might include:

- A faculty member receiving perks or payments from a travel partner or overseas partner for leading a program or bringing a certain number of students.
- Using a travel vendor such as hotel, tour company, etc. owned or managed by a close friend or relative.