



- A. At Lamar University, our commitment to fostering a culture of excellence in research, innovation, and academic pursuits is paramount. To ensure the integrity, quality, and effectiveness of our research endeavors, it is essential to address potential conflicts of commitment that may arise among our faculty and researchers.

- A. The purpose of this policy is to define a framework for identifying and addressing conflicts of commitment that may arise when university faculty and researchers engage in external activities that could interfere with their primary obligations to the University and its research mission.

- B. Continuous growth of research enterprises is a critical priority as Lamar University continues its mission to seek new knowledge and contribute to the larger academic and professional community. Promoting public good by fostering the transfer of knowledge gained through

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- A. This policy is applied in conjunction with the Lamar University Faculty Handbook, Chapter II, Section 39, Policy on Additional Employment of Faculty and Academic Administrators (Conflict of Interest) but is primarily focused on conflicts of commitment as they relate to research and sponsored program activities.
 - B. This policy applies to all researchers and pertains to the period of their University contracts (nine-month, twelve-month, or other) and the percentage time they are paid by the University. For researchers on a less than twelve-month contract, it is not the concern of the University how those researchers spend the balance of non-contract time if they do not conflict with their obligations to the University or do not reflect unfavorably on the University.
 - C. No more than 20% of a researcher's total professional effort during the period of time that is normally required to meet the primary obligation may be directed to other activities.



work; or that involve any significant use of University facilities, materials, services, personnel, or restricted University information without specific advance written permission.

5. The Chief Research Officer may appoint a committee to address specific concerns or other unique circumstances arising from conflicts of commitment in research and sponsored programs.
 6. In cases where the propriety of an activity is disputed, the Chief Research Officer, the appropriate Dean, and the researcher involved shall make their best efforts to arrive at a resolution consistent with the shared missions of the department and the University. The ultimate determination is reserved by the Chief Research Officer.
- A. If a conflict of commitment is identified, the University will work with the researcher to develop a mutually agreeable management plan to mitigate the conflict. Mitigation measures may include, but are not limited to:
1. Adjusting the scope or timing of the external commitment to minimize interference with university responsibilities.
 2. Limiting the financial interests or compensation related to the external commitment.
 3. Establishing oversight mechanisms to ensure transparency and adherence to the University policies.
 4. The Research Compliance Officer shall develop an acceptable management plan in cooperation with the researcher and enforce it upon approval from the Chief Research Officer.
- A. Lamar University requires that all researchers comply fully, truthfully and in a timely manner with this policy. Instances of deliberate breach will subject the researcher to disciplinary actions under policies of Lamar University and the Texas State University System. Such action could result in a formal reprimand, non-renewal of appointment, termination of appointment, or other enforcement action.
- B. If the failure of a researcher to comply with this policy has biased the design, conduct or reporting of funded or unfunded research or sponsored programs activities, Lamar University will promptly notify the appropriate granting agency, sponsor, or other appropriate agency of the incident and corrective action will be taken.
- A. The University will provide education and training sessions through the CITI system on conflict of commitment regulations and best practices to ensure researchers understand their obligations and responsibilities.



- A. By adhering to this Conflicts of Commitment Policy, Lamar University reinforces its commitment to promoting a research environment that prioritizes transparency, accountability, and ethical conduct. Faculty members and researchers are essential stakeholders in upholding the University's reputation and advancing knowledge, and their dedication to managing potential conflicts of commitment will contribute to the sustained success of our research enterprise.

Responsible Parties: Academic Policy Advisory Council; Office of Research and Sponsored Programs Administration.

Review Schedule: Every three years on or before the date the policy was last revised and/or approved.

Dr. Brett Welch
11/08/2024

Interim Provost and Vice President for Academic Affairs
Date

Dr. Jaime Taylor
11/08/2024

Lamar University President
Date

1	01/01/2011	Issued.
	02/01/2024	Last updated.
		Reviews by constituency groups completed.
		Review by campus community completed.
		Policy approved by President.

Office of Research and Sponsored Programs Administration (<https://www.lamar.edu/research/research-and-sponsored-programs.html>)

Faculty Information (<https://www.lamar.edu/faculty-staff/academic-affairs/faculty-info/index.html>)

Faculty and Staff Policies (<https://www.lamar.edu/faculty-staff/policies.html>)