

### *When is a Conflict Management Plan (“CMP”) required?*

There are three general areas in which a conflict management plan (CMP) may be required:

1. Conflict of Commitment
2. Individual Conflict of Interest in Research
3. Commercializing University discoveries, inventions, or patents (including startup companies)

A conflict of commitment will be identified and managed by the employee’s direct report. The Office of Research will be involved in the development and implementation of CMPs as they relate to research and/or startup companies where appropriate.

#### Conflict of Commitment and CMP

If employees are consulting on projects unrelated to their University employment, there is likely no conflict of commitment and no CMP is required. The department head and dean, however, still must ensure that there is no conflict of commitment with their UC duties. Any conflict of commitment issue must be resolved by the employee’s direct report or the respective Dean.

#### Conflicts of Interest in Research and CMPs in the Office of Research

a. Individual Conflict of Interest: A CMP may be required by the Institution’s designated official in the Office of Research and/or the Conflict of Interest Committee if it is determined that a conflict of interest is identified (real or perceived) that relates to any outside activity(s) and the employee’s university research. A potential conflict of interest may be identified by the employee’s direct report or the Office of Research. The Institution’s designated official will assist employees in the development of a CMP. The Conflict of Interest Committee will review the CMP and it must be reviewed and approved by the Vice President for Research. Once approved by the VP for Research, the CMP is valid for one year unless otherwise indicated. See Conflict of Interest on Externally Funded Projects policy of the Office of Research for additional information.

b. Commercializing of discoveries, inventions, patents, startup companies: Any faculty, staff, or student employee who is the creator of a discovery or invention that is owned by the University of Cincinnati and who desires to acquire equity or other financial interest in a firm, corporation, or other association to which the University of Cincinnati has or will have assigned, licensed, transferred or sold its interests in the discovery or invention made or created by that employee or in a patent issued to that employee, is required to create and submit a CMP per board rule 10-17-09. This board rule creates an exception to Chapter 102 and sections 2921.42 and 2921.43 of the Revised Code. The Conflict of Interest Committee will review the CMP and it must be reviewed and approved by the Vice President for Research. Once approved by the VP for Research, the CMP is valid for one year unless otherwise indicated.

For *additional information*, please consult your Department Chair, Dean, or the Conflict of Interest Officer.