

Employee Questions/Comments 2165-Conflict of Interest

Employee 1 Questions/Comments:

Conflict of interest form is for both "internal and external" positions. Does this apply to overload? I assume it applies to BARTonline. Does this need clarification?

Employee 2 Questions/Comments:

Could you please point me to the forms referred to in Policy 2165?

Specifically, Disclosure of additional employment form and Conflict of interest disclosure form.

I am unable to locate on Barton website.

Employee 3 Questions/Comments:

See my comments and concerns in bold, red, underlined italics below.

2165 -- Conflict of Interest

For the purpose of these regulations and procedures, the following definition applies. “**Conflict of interest**” is defined as an actual or **perceived** action that results in, or **has the appearance of** resulting in personal, organizational, or professional gain which may, or may appear to, impair or compromise the performance of the employee or Board member’s duties for or on behalf of Barton Community College. The action may cause the College, or the Board to be legally or otherwise vulnerable to criticism, embarrassment, or litigation in the opinion of the public. **(Comment – in today’s society anything can be perceived by some people as having the appearance of a conflict of interest. This wording is so vague it is actually scary. Also, it is impossible to place the College and Board inside a bubble where it will be completely isolated from criticism, embarrassment, or even litigation in the opinion of the public. That is unrealistic for a public institution.)**

Types of Conflict

A conflict of interest is a situation where an Employee or Board Member exploits relationships with the College for personal, financial, or other gain, which may compromise or have the appearance of compromising professional judgment when making decisions or influencing the decisions of other employees.

- An **apparent** conflict of interest is a situation where others would think that professional judgment **may** be compromised. **(Comment – has the College ever done anything that was not viewed as bad judgment by somebody in the surrounding area?)**
- A potential conflict of interest is a situation that may develop into an apparent conflict of interest.

Conflicts of interest are broadly divided into two categories:

- Tangible, meaning the gain is financial. Widely recognized types of tangible conflict of interest are those caused by money and financial relationships, e.g., monetary value or award, equity (stock) interests, dividends, royalties, and intellectual-property rights, etc.
- Intangible, meaning the gain is professional or non-material. Widely recognized types of intangible conflict of interest are those driven by self-promotion, fame, prestige, etc.

Other types of intangible conflicts of interest include the following.

- When work time is spent on a secondary personal activity, known as a conflict of effort, or a conflict of commitment.
- When **personal, political, or religious views** influence objectivity, known as a conflict of conscience. **(Comment – my personal, political, and religious views DO increasingly run counter to contemporary political correctness. Does this mean my job is in jeopardy because of that?)**

These are **broad** statements that reflect some, but not all of the actual and potential conflicts of interest prohibited by College policy. **(Comment – I believe these statements are too broad to let employees know what is or is not going to be viewed by the college as acceptable. It also suggests that what is deemed acceptable today could very well be deemed unacceptable tomorrow. Look at how society has changed in general in the last few years. Many beliefs and attitudes that were once considered “normal” are now considered to be “hateful”.)**