

Guidelines for Professional Activities which an Employee Receives Compensation

Statement of purpose:

To govern potential conflicts of interests that may arise among Chemistry Department faculty due to entrepreneurial efforts of Department faculty members.

Rationale

The Department of Chemistry values the entrepreneurial efforts of our faculty. Many of these endeavors provide unique opportunities for the Department to explore the leading edge of research and education, to the benefit of our students, the Department of Chemistry, College of Science and the University. As these entrepreneurial activities expand, a potential conflict may arise in which one or more Chemistry Department faculty members may be faced with a decision to use a product (e.g. textbook, instrument, etc.) in their educational or research activities, which may have been developed by one or more of their fellow Departmental faculty members; and where the use or nonuse of the product may have a direct financial impact on the product's developer(s).

Required Action

Where feasible (e.g. team-taught class, shared instrumentation) the Department Chair shall establish a committee to evaluate the product's effectiveness in comparison to similar products available on the market. After evaluating the product, the committee decision should be shared in writing with the Department Chair on whether the product should be used, or replaced by an alternative product. The committee's decision shall list all products considered and include a description each product's strengths and weaknesses for the given application.

In cases where the Department Chair determines that it is not feasible to establish a review committee (e.g. single instructor course, single investigator research project), the employee shall evaluate the effectiveness of a reasonable number of products that may be used for the given application. The employee shall be free to select the product which they determine will best suit their needs. The Employee shall notify the Department Chair of their decision in writing along with a list of all products considered and include a description each product's strengths and weaknesses for the given application.

In either case, care shall be taken by all parties to minimize interactions which may be perceived to have a bearing on the employee's decision to use, or not use, a product developed by one or more fellow Chemistry Department employees. Whenever possible, non-OSU affiliated employees should interact with the OSU employee in using the product. As necessary to manage potential conflicts among Chemistry Department personnel, the Department Chair and Dean of the College of Science may develop a conflict management plan. This conflict management plan may include recusing the product inventor(s) from promotion and tenure deliberation and votes for a period of time for the OSU employee(s) using the inventor's product, or who may have decided not to use the inventors' product in lieu of another product.

December 2, 2013