

## Appendix 1: Conflict of Interest Examples

1. A member of staff has several consultancy contracts that require regular trips abroad. This means that colleagues are regularly asked to cover for teaching; the staff member's PhD students have complained that they are curtailed in making progress with their thesis, publications and research projects. There is therefore a conflict between the time that the member of staff spends on consultancy and their ability to teach and support students adequately.
2. A member of staff is Principal Investigator in a clinical trial investigating efficacy of a new drug treatment for cancer. The staff member is also a shareholder in a spinout company established to commercialise the intellectual property generated through the trial. There is therefore a conflict between conduct of the trial, and in particular the welfare of patients during the trial, and the potential financial benefit to the member of staff.
3. A member of staff is funded by an IT company to investigate the future of a particular type of software in assisting with advanced clinical research. The staff member publishes an article which concludes that certain software should be used over others as the integrity of the outcomes are more reliable. The funder of the research is not declared by the member of staff. A perceived conflict with the staff member's role within the University may occur because non-disclosure of the funder may be seen to compromise the integrity of the findings.

Conflict Questions	Potential Examples	Category
Is the staff member involved in any external organisations whose interests might conflict with those of the University?	An organisation offering a competitive program to University or a third party entity that is directly competing for third party funding with University.	Research Academic
Does the staff member or a connected person stand to gain financially by the actions of UCC that the staff member can or might appear to influence?	Interests of the staff member (or a family member or close associate) might have in partnerships or companies that may provide goods, property or services to the University.	Procurement
Apart from a salary does the staff member stand to gain financially from his/her work at the University?	If the staff member wanted to use the results of work done by a student in a business that the staff member owned or if the staff member requires students to buy a book in respect of which the staff member receives a royalty.	Research Academic
Does the staff member have any personal or financial interests that might be advanced by a particular result from his/her research	If the research is sponsored by a party who might have an interest in a particular result being achieved and may stand to benefit financially or otherwise from such an outcome. A Conflict of Interest problem arises when a staff member wants to use grant funds to employ an immediate family member or the staff member intends to purchase equipment for his/her research from a company in which the staff member or an immediate family member has an interest.	Research