



POLICY RESOURCES

Human resources services are provided to Marshall University Research Corporation by
Marshall University Human Resource Services
207 Old Main, One John Marshall Drive, Huntington, West Virginia 25755
Phone 304.696.6455, FAX 304.696.6844
E-mail human-resources@marshall.edu, Web <http://www.marshall.edu/human-resources>

Applies to:	Marshall University Research Corporation (MURC)
Title:	Financial Conflict of Interest
Number:	7
Effective Date:	10/01/06
Last Revision Date:	

It is the policy of Marshall University Research Corporation (MURC) to conduct business within guidelines that prohibit actual or potential financial conflicts of interest. This policy establishes a general framework within which MURC needs to operate and creates general directions so that employees can resolve or seek advice or clarification on issues related to financial conflict of interest. Questions or concerns on the subject of this policy and procedure can be directed to the Executive Director of MURC or to the Director, Human Resource Services.

An actual or potential financial conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal financial gain for that employee or for a relative as a result of MURC's business dealings. For the purpose of this policy, a relative is any person who is related by blood or marriage to a MURC employee or whose relationship with a MURC employee is similar to that of persons who are related by blood or marriage.

No presumption of guilt is created by the mere existence of a relationship with outside firms. However, it is imperative that an employee discloses to a corporate officer as soon as possible any influence he/she may have concerning transactions involving purchases, contracts, or leases by, for, or with MURC. This will allow establishment of safeguards to protect all parties from the existence of any actual or potential financial conflict of interest.

Personal financial gain may result not only in cases where an employee or relative has a significant ownership in a firm that MURC does business with but also when an employee or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings with MURC.

This policy and procedure is not the sole policy of the corporation with regard to conflict of interest. Other MURC policies may exist with regard to other types of conflict of interest. This policy and procedure is confined to financial conflict of interest.

HUMAN RESOURCE SERVICES POLICIES AND PROCEDURES PROVIDED FOR MARSHALL UNIVERSITY RESEARCH CORPORATION (MURC) APPEAR ON THE MURC WEB SITE. TO NAVIGATE TO THE HUMAN RESOURCES POLICIES AND PROCEDURES, PLEASE CLICK **HUMAN RESOURCES** ON THE MURC HOME PAGE AT <http://www.marshall.edu/murc/>. MARSHALL UNIVERSITY HUMAN RESOURCE SERVICES PROVIDES HUMAN RESOURCES SUPPORT TO MURC. THIS POLICY IS COPYRIGHTED BY MARSHALL UNIVERSITY. FOR ANY QUESTIONS ON THIS POLICY, PLEASE CONTACT HUMAN RESOURCE SERVICES AT THE ADDRESS AT THE TOP OF THIS POLICY.

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