



# Policy on Faculty Conflicts of Commitment

Issuing Department:  
Administration

Effective Date: April, 2009  
Last Update: December 3, 2019

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## I. Applicability

This Policy applies to all faculty members of NYU Grossman School of Medicine and NYU Long Island School of Medicine (“Faculty Members”).

## II. General Policy

All Faculty Members must avoid Conflicts of Commitment. A “Conflict of Commitment”, as discussed in greater detail in Section V, occurs when a Faculty Member’s commitment to external activities - such as consulting, lecturing, acting as an expert witness, public service, service on a professional board or committee, or pro bono work - compromises or may compromise his or her ability to meet his or her obligations to NYU and NYU Langone Health. Full-time Faculty Members owe their primary professional allegiance to NYU and NYU Langone Health, and their primary commitment of time and intellectual energies should be to NYU Langone Health’s teaching, research, and clinical programs. An external activity which does not comply with this Policy results in a Conflict of Commitment.

## III. Disclosure

A. General As required under NYU Langone Health’s Policy on Conflicts of Interest in Business Affairs, a Faculty Member shall disclose in their annual disclosure submission all external activities

involving his or her professional competence and shall certify compliance with NYU Langone Health's Policies on Conflicts of Interest, Commitment and Consulting. Such disclosures shall include all consulting and other external activities, including the entity(ies) for which such activities are to be performed and the nature, scope, duration and compensation for such activities, as well as any concurrent faculty appointment at any U.S. or foreign university, institution of higher education, academic teaching hospital, medical center, or research institute (including visiting, guest, or adjunct faculty appointments) other than a disclosure submission. Disclosures are required upon appointment, upon request, and upon request.

## V. Policy

A. Definition. A Conflict of Commitment occurs when a Faculty Member's external activities compromise or may compromise his or her ability to meet the Faculty Member's obligations to NYU and NYU Langone Health.

Full-time Faculty Members owe their primary professional allegiance to NYU and NYU Langone Health, and their primary commitment of time and intellectual energies should be to NYU's and NYU Langone Health's teaching, research, and clinical programs.

The specific responsibilities and professional activities that constitute an appropriate primary commitment to NYU and NYU Langone Health will differ across NYU Langone Health's departments and units, but they should be based on a general understanding between the Faculty Member and his or her Department Chair and/or the Chief Academic Officer. Even with such understandings in place, however, attempts of Faculty Members to balance NYU Langone Health responsibilities with outside activities can result in conflicts regarding allocation of time and energies.

Normally, it is expected that there will be no Conflict of Commitment between faculty commitment to NYU and NYU Langone Health and other activities in which Faculty Members may engage. Furthermore, to the extent any questions of possible Conflict of Commitment arise

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Part-time Faculty Members may accept outside employment as long as it does not create a conflict of interest under NYU Langone Health's policies or otherwise interferes with any of their obligations to NYU or NYU Langone Health.

#### Outside Research Activities.

Full-time Faculty Members must not act as a principal investigator or under the auspices of another institution (other than institutions in which NYU Langone Health has a formal affiliation). Exceptions are rare (and usually time limited where granted) and may be made on with the prior written approval of the Dean and CEO of NYU Langone Health or his or her designee. All permissible outside research also must be in accordance with all NYU and NYU Langone Health policies.

#### Outside Clinical Activities.

Full-time Faculty Members must not engage in a clinical activity that competes with NYU Langone Health or have a position with an entity that competes with the clinical mission of NYU Langone Health, such as having a position with or providing services to a health care provider which competes with NYU Langone Health or being on the medical staff of another hospital, except with the prior approval of the Dean and CEO of NYU Langone Health or his or her designee.

#### Outside Teaching Activities.

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faculty appointments and teaching courses designed for NYU or NYU Langone Health outside of NYU apply to Faculty Members not receiving fulltime compensation from NYU Langone Health as well.

3. Consistent with NYU Langone Health's mission and its prevailing academic ~~Faculty~~ ~~Members~~ must foster an atmosphere of academic freedom by promoting the open and timely exchange of results of scholarly activities, ensuring that their advising of students, fellows, trainees, and postdoctoral appointees is independent of personal commercial interests and informing students and colleagues about outside obligations that might influence the free exchange of scholarly information between them and the Faculty Member.

Faculty Members must ensure that:

- (a) The results of research or scholarship undertaken at NYU and NYU Langone Health are disseminated on an open and timely basis to the broader scholarly community and public; and
- (b) The academic activities of students, fellows, trainees, and postdoctoral appointees are free from the outside personal interests of the Faculty Member; and
- (c) The work of students, fellows, trainees, postdoctoral appointees, and others is not inappropriately used in the course of a Faculty Member's outside obligations. To this end, Faculty Members should be open about their involvements with and obligations to outside third parties who could benefit from the work or ideas of their students, staff, and colleagues. Similarly, students, staff, and colleagues should have access to information about the sources of funds that support their research and their contributions to such research should be properly credited; and
- (d) They have made a sufficient contribution under pertinent professional academic standards to warrant the authorship credit to be given them; and they must not permit their ~~scientific~~ ~~as~~ an author of a publication that they know or should know was written by sources who are not properly identified and credited (i.e., ghostwritten). See NYU Langone Health's Policy on Authorship of Scientific and Scholarly Publications

For further information see the NYU Guidelines for Sponsored Research in the NYU Faculty



D. "NYU Langone Health" includes NYU Langone Health System, NYU Langone hospitals (including all inpatient and ambulatory facilities), NYU Grossman School of Medicine, NYU Long Island School of Medicine and all entities that are controlled by any of them, except where specifically excluded.

## VII. Enforcement

Violations of this Policy are subject to disciplinary action, up to and including termination of employment or association with NYU Langone Health in accordance with NYU Langone Health disciplinary policies and procedures applicable to the Faculty Member.

## VIII. Questions

Any questions relating to this Policy should be directed to the Office of Legal Counsel or the CIMU.

## IX. Relationship to Other Policies

A. This Policy replaces the Policy on C]TJ -0.033 Tc 0.Cn.6 (TJ . -0.023 Tw 0.267Cn.6 (TJs0.023d [(O)-11.3