



<b>SUBJECT:</b>	Personnel			
<b>POLICY:</b>	402.4 Conflict of Interest			
<b>PROCEDURE:</b>				
<b>EFFECTIVE:</b>	December 2007	<b>REVISED:</b>	January 2025	<b>REVIEWED:</b>

## Introduction and Purpose

The administration, faculty, and staff of Great Falls College MSU bear the responsibility of serving the respective teaching, research, and service missions of the campuses. That mission is enhanced by the sustained, active interaction of members of the college community with business, government, not-for-profit groups, professional societies, academic institutions, and other individuals and organizations. Therefore, entrepreneurial activities are encouraged that support the college's mission through dissemination of knowledge, enhancement of educational opportunities for students, and economic development.

These many interactions and activities can, however, create the potential for conflict of interest in which college employees' external activities or interests could influence—or could appear to influence—the manner or extent to which those individuals carry out their college responsibilities. Such influences—real or apparent—may undermine public and professional confidence in the college, diminish the college's ability to accomplish its mission, and violate state or federal law. Typically, conflicts of interest can be dealt with effectively through disclosure and other steps to resolve or manage the conflict.

## Policy

In order to maintain consistency across the Montana State University affiliation, Great Falls College MSU follows a four-campus policy in regards to managing conflicts of interest. This policy can be found on Montana State University's policy page located at [https://www.montana.edu/policy/onemsu/conflict\\_of\\_interest/index.html](https://www.montana.edu/policy/onemsu/conflict_of_interest/index.html)

## Related Policies/Laws

In addition to this policy, Great Falls College MSU employees' ethical conduct is governed by: Montana law, Standards of Conduct—[Code of Ethics, Title 2, Chapter 2, Part 1 M.C.A.](#), Montana Board of Regents Policy 770, Conflicts of Interest, Montana Board of Regents Policy 407, Approval of University System Employee Equity Interest and/or Business Participation. This policy implements [M.C.A. 20-25-109](#). Great Falls College Policy 407.9 Nepotism