

Conflict of Interest

Management Plan – Consensual Relationships

Employee’s Name: Dr. Edward Seidel	College/School/Department/Office: Office of President
Date: December 2, 2024	Vice President: N/A
Relationship/Name: Partner/Dr. Gabrielle Allen	Oversight Manager/Supervisor: Board of Trustees

A. Description

Per the Employee Handbook:

a) Consensual Relationships

Policy

When a consensual romantic or sexual relationship exists, has existed, or arises between University employees where one employee serves in a directory, advisory, or supervisory role over the other, or between an employee and student; the person in the position of greater authority, power, or influence, will bear the responsibility of accountability. This accountability includes the required duties to:

1. Report the relationship to supervisors and;
2. Work with supervisors and other applicable University personnel to appropriately manage potential conflicts.

In developing a plan to manage potential conflicts and mitigate adverse effects between employees, steps shall include the removal of any supervisory, advisory, evaluative function, or influence over the other person in the relationship. This may include establishing alternate supervisory or reporting lines, securing another supervisor for evaluation of work performance, or moving an employee to another position of the same or comparable status and duties. Conflict management plans must be in writing and developed by the applicable employee (with input from and approval by the supervisor). Further, the plan must be approved in writing by the director of the department and maintained in the applicable employee files.

Dr. Edward Seidel is the President of the University of Wyoming and the partner of Dr. Gabrielle Allen, Director of the University of Wyoming School of Computing. While President Seidel is not Dr. Allen’s direct supervisor, his duties as the President of the University of Wyoming and his relationship with Dr. Allen create an actual or apparent conflict of interest for any decisions involving Gabrielle Allen’s employment with the University of Wyoming and her operation of the School of Computing.

B. Overall Safeguards

Therefore, President Seidel agrees to:

1. Disclose his relationship with Dr. Allen to Human Resources, his Oversight Manager/Supervisor, the Director of Research Security and Conflict of Interest, and other personnel of the University of Wyoming as appropriate for the circumstances;

2. Instruct Dr. Allen's current supervisor, Dr. J. Scott Turpen, Interim Provost and Executive Vice President, that decisions regarding Dr. Allen's employment or her academic operation of the School of Computing shall rest with the Provost and Executive Vice President;
3. Instruct other University units or offices, as necessary, that decisions involving Dr. Allen's employment or her operation of the School of Computing requiring the Board of Trustees' approval are routed through the office of the Provost and Executive VP to the Board of Trustees, and not through the Office of the President;
4. Instruct the School of Computing and other University units, as appropriate, that all matters concerning the funding of or finances for the School of Computing shall be addressed by the Interim Provost and Executive VP, VP Finance, and the Board of Trustees, as appropriate;
5. All formal presentations to the Executive Branch and the Wyoming Legislature or a Legislative Committee where funding for the School of Computing is the primary focus shall be made by the School of Computing, Provost and Executive VP, VP for Research and Economic Development, VP Finance, or Board of Trustees, as appropriate;
6. Complete his annual COI disclosure per University policy (effective August 1, 2023), disclose to his Oversight Manager/Supervisor any changes that may affect his annual disclosure or this Management Plan, and update his annual disclosure online within 30 days of any material change; and
7. Remain knowledgeable of all relevant University of Wyoming Policies regarding conflict of interest and conflict of commitment and diligently follow them.

President Seidel may provide general information to the Interim Provost and Executive Vice President and the Board of Trustees in these areas but shall refrain from making official determinations or associated recommendations to directly influence the final decision.

Dr. Allen shall be afforded the same rights and opportunities as similarly situated Directors at the University of Wyoming regardless of her relationship with President Seidel. If at any time, Dr. Allen believes she is being denied a right or opportunity because of her relationship with President Seidel, she should address that concern to either the Associate VP of Human Resources, the University's Equal Opportunity Report and Response Office, or the Board of Trustees, as she feels is appropriate.


C. Acknowledgment and Agreement

President Seidel and Dr. Allen acknowledge that the University will monitor and evaluate this plan as well as policies related to it, and at any time should the University of Wyoming determine, in its sole discretion, that the plan is not sufficient to guard against actual or apparent conflicts of interest or is otherwise not in the interest of the University of Wyoming, may determine the conflicts as not capable of management and may ask President Seidel not to pursue the conflicting activities while an employee.

By signing below, President Seidel, Dr. Allen, Interim Provost Turpen, and a University of Wyoming Board of Trustees representative acknowledge their agreement and intent to comply with the principles and safeguards of this Conflict of Interest Management Plan. The parties to this agreement understand that proper documentation must be kept to show compliance with this Management Plan.


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Employee:

Signed by:  12/3/2024
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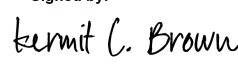
Edward Seidel Date

Partner:

Signed by:  12/3/2024
C0EFB20420BC427...

Gabrielle Allen Date

Oversight Manager/Supervisor:

Signed by:  12/3/2024
E3684FFA3AFF403

Kermit Brown Date

Interim Provost and Executive Vice President

Signed by:  12/4/2024
51B4636A742A4C5...

J. Scott Turpen Date