Conflict of Interest with Faculty Owned Companies

General Principle
- Keep your company activities separate and distinct from your Rutgers professor activities.
- Expect your company to be treated exactly like any other company. The fact that it partially owned by Rutgers faculty member does not give it any special privileges.

Easy
- Hire FORMER students, postdocs, employees as company employees
- License IP from Rutgers in exchange for cash or equity
- Consult with company up to 5 eight hour days a month.
- Work for company more than 5 days a month while on leave of absence.
- Use Rutgers equipment for a fee that is the same as that already used by others.
- Serve as chair of scientific advisory board of company
- Assign IP created wholly by company employees other than Rutgers employees to company

Hard
- Involve students taking a leave of absence from Rutgers University
- Use Rutgers equipment for a fee if not already available to others.
- Have a management role in a small company or serve on the board of directors of a company that licenses IP that you have invented while a Rutgers faculty member.

Impossible
- Involve your current students in your company
- Consult for more than 5 eight hour days a month while a full-time faculty member.
- Use Rutgers Facilities, equipment, supplies, etc. unless covered by a formal written contract.
- Have future IP not funded by company be automatically licensed or controlled by the company.
- Subcontract to the company from Rutgers
- Negotiate with Rutgers on behalf of a company.
- Have a management role in a large company or serve on the board of directors of a company that has a business relationship with Rutgers.