

## Conflict of Interest

### Management Plan – Consensual Relationships

<b>Employee's Name:</b> Dr. Edward Seidel	<b>College/School/Department/Office:</b> Office of the President
<b>Date:</b> 11/13/2025	<b>Vice President:</b> N/A
<b>Relationship/Name:</b> Partner/Dr. Gabrielle Allen	<b>Oversight Manager/Supervisor:</b> 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, Professor in 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..

All prior Conflict of Interest Management Plans implemented during Dr. Allen's tenure as Director of the University of Wyoming School of Computing shall be considered void and are replaced in their entirety by this agreement.

## **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. Acknowledge that decisions regarding Dr. Allen's employment shall solely rest with the Director of the School of Computing and the Office of the Provost and Executive Vice President;
3. Abstain from any decision that would benefit Dr. Allen over other similarly situated faculty at the University or other employees in the School of Computing.
4. 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
5. 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 relevant to parties 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 Professors 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 Office of the Provost and Executive Vice President, 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 Alexander, Beth McMillian, 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:



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11/13/2025

Edward Seidel

Date

Partner:

Signed by:



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11/13/2025

Gabrielle Allen

Date

Oversight Manager/Supervisor:

Signed by:



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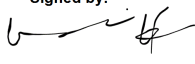
11/14/2025

Kermit Brown

Date

Interim Provost and Executive Vice President

Signed by:



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11/14/2025

Anne Alexander

Date

School of Computing

Signed by:



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12/4/2025

Beth McMillan

Date