MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY
INTEGRITY ASSURANCE UNIT · WEEKLY INTEGRITY SHEET

Week 3 · 16–20 November 2026

Declare it: conflicts of interest

KEY MESSAGE

> **A conflict of interest arises when personal interests could influence, or appear to influence, official decisions. Having a conflict is not wrong — failing to declare and manage it is.**

WHAT IT MEANS FOR OUR UNIVERSITY

- Declaring personal, family or financial interests in any matter you handle.
- Stepping aside from decisions where a conflict exists.
- Keeping a record of declarations made.

WHAT OUR POLICY SAYS

Conflict of interest is listed as a corruption risk under the Policy (§4.4.6), and it also appears in procurement (§4.4.5) and human resource processes (§4.4.11), such as recruitment and appraisal.

DO

- Declare early, in writing, to the chair or your supervisor.
- Withdraw from deliberations where required.
- Seek advice when unsure whether a conflict exists.

AVOID

- Taking part in decisions involving relatives or close friends.
- Waiting until someone else raises the conflict.

ETHICAL DILEMMA OF THE WEEK — WEEK 3

You have been appointed to an interview panel. When the shortlist arrives, you see that your cousin is one of the candidates.

What would you do, and why?

Share your response via the form at **mmust.ac.ke/integrity** by Friday 20 November. The best responses will be recognised on Integrity Day, 9 December 2026. Entries are judged without names, on reasoning, practicality and alignment with University values.