



COSMETOLOGY CONFLICT OF INTEREST PROCEDURE

PERSONNEL | 300.307A

Last Evaluation

11/24/2025

1. Procedure Purpose

Historically, cosmetology programs and apprenticeship programs were considered separate under Utah state law. Under new rules, these programs now overlap in content, structure, and outcomes. Because of this change, instructors teaching in both settings could create conflicts related to:

- Student recruitment or favoritism
- Access to confidential educational materials or assessments
- Competition between public education and private training programs

This procedure ensures transparency, professional ethics, and equal opportunity for all students enrolled at MTECH.

2. Definitions

Conflict of Interest: A situation where a personal, financial, or relational interest could influence (or appear to influence) professional judgment or actions in the Cosmetology program.

3. References

300.307 MTECH Conflict of Interest Policy

Cosmetology Modifications, S.B. 330, 2025 Gen. Sess. (Utah 2025)

4. Procedure

This procedure applies to all MTECH Cosmetology instructors

- 4.1 While employed at MTECH, Cosmetology instructors shall not engage in or supervise new cosmetology, barbering, or hair design apprenticeships. This includes, but is not limited to:

- 4.1.1 Acting as a licensed instructor or mentor for an apprentice in any cosmetology-related field.
 - 4.1.2 Overseeing apprenticeship training, curriculum, or performance outside of MTECH while employed by the college.
 - 4.1.3 Using or sharing MTECH instructional materials, student data, or program resources for apprenticeship purposes. Because MTECH instructors have access to student records, grading systems, and curriculum materials, any outside apprenticeship relationship could present a conflict of interest between their instructional responsibilities and external training programs.
 - 4.1.4 If an instructor currently has an active apprentice, at the time this policy is implemented, they will be permitted to complete that existing apprenticeship. However, they may not begin instructing any new apprentices, while employed as an instructor at MTECH.
 - 4.1.5 All instructors are required to review and acknowledge the MTECH Conflict of Interest Policy and this Cosmetology procedure.. Questions or concerns regarding potential conflicts of interest should be directed to the Associate Director of Programs or the Program Director over Technology and Service Programs.
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5. Evaluation History

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