

Outside Professional Activities/Conflict of Commitment Defined

Outside professional activities, **compensated or uncompensated**: activities within a faculty member’s area of professional academic expertise that advance or communicate that expertise through interaction with industry, the community, or the public. Such activities that interfere with a faculty member’s professional obligations to the University represent a **conflict of commitment**.

Conflict of Commitment Policies:

- APM 025: Conflict of Commitment and Outside Activities of Faculty Members
- APM 671: Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants
- APM 240: Appointment and Promotion - Deans
- APM 246: Faculty Administrators (100% Time)
- Regent’s Standing Order 103.1 (b)

Titles Required to Report (50% or More):

Professor (including Acting titles), Professor in Residence, Adjunct Professor, Professor of Clinical (e.g., Medicine), *Health Sciences Clinical Professor, * Lecturer or Senior Lecturer with Security of Employment, Lecturer with Potential Security of Employment
*671 if participating in HSCP, 025 if not

Conflict of Commitment at a Glance

Category I activities include, but are not limited to:

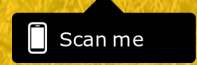
- ◆ Teaching, research, or administration of a grant at an educational institution, trust, organization, government agency, foundation, or other entity outside of the University
- ◆ Employment outside of the University
- ◆ Assuming a founding or a co-founding role of a company
- ◆ Assuming an executive or managerial position outside the University

Category II activities include, but are not limited to:

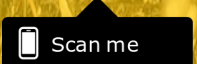
- ◆ Additional University-compensated teaching, including teaching for UNEX courses and programs (see APM - 662), other continuing education programs run by the University, and self-supporting UC degree programs
- ◆ Consulting or testifying as an expert or professional witness
- ◆ Providing outside consulting services or referrals or engaging in professional practice as an individual or through a single member professional corporation or sole proprietorship
- ◆ Serving on a board of directors outside of the University
- ◆ Providing or presenting a workshop for industry

Category III activities include but are not limited to:

- ◆ Serving on government or professional panels or committees or as an officer or board member of a professional or scholarly society
- ◆ Reviewing manuscripts; acting in an editorial capacity
- ◆ Attending and presenting talks at university/academic colloquia and conferences
- ◆ Developing scholarly or creative works
- ◆ Accepting honoraria for scholarly, intellectual, educational, outreach work within the course and scope of employment
- ◆ Receiving prizes, defined as gifts in recognition of personal achievements and not for services rendered



Resources & training available here:



Prior Approval Requests Require (1 qtr min.) Advance Notice

Category I activities require prior approval, count toward the faculty member’s maximum 39 AY/48 FY days of outside professional activities and require disclosure in annual reporting. Approvals are generally for one fiscal year.



Student Involvement Requires Prior Approval

Category II activities require disclosure in annual reporting under this policy, but do not require prior approval. Category II activities count toward the faculty member’s maximum 39 AY/48 FY days of outside professional activities



8 Hours in UC OATS=1 Day

Category III activities do not require disclosure in annual reporting or prior approval and do not count toward the faculty member’s maximum of 39 AY/48 FY days. Nevertheless, these activities must not interfere with a faculty member’s obligations to the University



Faculty Annual Disclosures for GC, SIO, & HS are Due 11/1