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

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