

Conflict of Commitment and Outside Activities of Faculty Members—Academic Personnel Manual 025

Type of Activity	Academic Year Faculty	Fiscal Year Faculty
Compensated Outside Professional Activities <i>Reference: APM 025-10</i> See Reference Chart for Categories of Activities	<i>Fall, Winter, Spring: 39 days*</i> <i>Summer: 1 day per week when Earning University compensation</i>	<i>Year: 48 days*</i> <i>Vacation: No restrictions unless earning University compensation</i>
Uncompensated Outside Professional Activities <i>Reference: APM 025-30</i>	If Dept Chair, Dean or Executive Vice Chancellor and Provost believes a faculty member is failing to meet his/her University obligations due to these activities or that the activities might create a possible conflict of interest, then the guidelines for compensated outside professional activities may be used as a model to address these conflicts.	
Compensated Outside Non-Professional Activities <i>Reference: APM 025-40</i>		
Uncompensated Outside Non-Professional Activities <i>Reference: APM 025-40</i>		

* Exceptions to these limits may be made by the Executive Vice Chancellor and Provost when the activity benefits the University.

Reference Chart for Categories of Compensated Outside Professional Activities

	Category I	Category II	Category III
Examples of Activities Include**	<ul style="list-style-type: none"> • Executive/managerial position • Administering a grant outside Univ. • Salaried Employee outside Univ. • Activities raising issues of conflict of commitment • Other activities which common sense & good judgment indicate are likely to raise issues of conflict of commitment. 	<ul style="list-style-type: none"> • Providing expert testimony • Services through faculty member's sole proprietorship • Serving on outside board of directors • Providing a workshop for industry • Activities not in Categories I & III and not likely to raise issues of conflict of interest • Additional Univ teaching (e.g., UNEX) 	<ul style="list-style-type: none"> • Serving on federal, state or local government agency or committee • Editorial responsibilities for a professional journal • Reviewing journal manuscripts • Attending/presenting talks in a scholarly forum • Developing scholarly communications • Committee service as an officer for a professional or scholarly society • Accepting commission for an artistic work/performance • Accepting honoraria
Advanced Approval Required?	Yes, written request	No	No
39/48-day time limit applies?	Yes	Yes	No
Must be reported?	Yes	Yes	No

** For detailed descriptions, see APM 025-10