Summary of Faculty Obligations—Conflict of Commitment and Outside Activities

The UC Regents’ Standing Order 103.1(b) states that faculty members shall not allow outside employment to interfere with primary University duties. University policy applicable to Academic Senate members is found in APM—025; this policy includes specific time limits for certain types of outside professional activities:


Whether professional or non-professional, compensated or uncompensated, an outside activity that interferes with successful performance of a faculty member’s University obligations represents a conflict of commitment. UCR faculty must obtain prior approval for Category I activities and submit an annual report for Category I and/or Category II activities using the campus self-reporting system: http://conflictofcommitment.ucr.edu

<table>
<thead>
<tr>
<th>Category I</th>
<th>Category II</th>
<th>Category III</th>
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</thead>
<tbody>
<tr>
<td>(likely to raise conflict)</td>
<td>(unlikely to raise conflict)</td>
<td>(ordinarily no conflict)</td>
</tr>
<tr>
<td>Requires Prior Written Approval?</td>
<td>NOT NORMALLY</td>
<td>NO</td>
</tr>
<tr>
<td>Time Limits?</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Annual Reporting?</td>
<td>YES</td>
<td>YES</td>
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**Activity Examples:**
- Assuming a managerial position in a for-profit or not-for-profit business
- Administering a grant outside the University that would ordinarily be conducted under the auspices of the University
- Establishing a relationship as a salaried employee outside the University
- Compensated teaching or research at another institution while employed as full-time faculty member at UCR (exceptions for occasional lectures and UC-sponsored continuing education)
- Providing expert testimony in administrative, legislative or judicial proceedings
- Providing consulting services or professional practice where such activities are provided by the faculty member as an individual or through a single-member corporation or sole proprietorship
- Serving on a board of directors
- Providing a workshop for industry
- Teaching courses for University Extension or other self-supporting UC degree programs
- Providing expert testimony in administrative, legislative or judicial proceedings
- Acting in an editorial capacity for a professional journal
- Reviewing journal manuscripts, book manuscripts, or grant or contract proposals.
- Attending and presenting talks at scholarly conferences
- Developing scholarly communications (e.g., books, articles, movies, TV productions) even when such activities result in financial gain
- Serving on a governmental agency, committee, panel, or commission
- Serving on a governmental agency, committee, panel, or commission
- Accepting honoraria (if not Category II activities) and prizes

Prepared by the offices of the EVC/P and the VP for Academic Personnel, 11/09