



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:

<http://www.ucop.edu/acadadv/acadpers/apm/apm-025-07-01.pdf>

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>

Category I (likely to raise conflict)	Category II (unlikely to raise conflict)	Category III (ordinarily no conflict)
<i>Requires Prior Written Approval?</i>		
YES	NOT NORMALLY	NO
<i>Time Limits?</i>		
YES	YES	NO
<i>Annual Reporting?</i>		
YES	YES	NO
<i>Activity Examples:</i>		
<ul style="list-style-type: none"> • 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) 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Serving on a governmental agency, committee, panel, or commission • 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 as a committee member or as an officer of a professional or scholarly society • Commission for an artistic work/performance that is considered an integral part of a faculty member’s academic portfolio • Accepting honoraria (if not Category II activities) and prizes