This is general information on Conflict of Commitment and Outside Activities. For more information on the policy, please refer to the Academic Personnel Manual (APM), APM 025 and APM 671.

FACULTY OBLIGATIONS

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 (general campus faculty) and APM-671 (Health Science Compensation Plan Faculty); each policy includes specific time limits for certain types of outside professional activities.

A conflict of commitment occurs when a faculty member’s outside activities interfere with the faculty member’s professional obligations to the University of California.

OUTSIDE PROFESSIONAL ACTIVITIES

<table>
<thead>
<tr>
<th>CATEGORY I</th>
<th>CATEGORY II</th>
<th>CATEGORY III</th>
</tr>
</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 Approval?</td>
<td>Yes</td>
<td>Not Normally</td>
</tr>
<tr>
<td>Requires Annual Reporting?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Examples

- 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 the University
- Assuming a founding or a co-founding role of a company
- Assuming an executive or managerial position outside of the University
- Compensated teaching or research at another institution while employed as full-time faculty member at UCR
- Additional University-compensated teaching, including teaching for UNEX courses and 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
- 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
- Accepting Honoria for scholarly, intellectual, education, outreach work within the course and scope of employment
- Receiving prizes, defined as gifts in recognition of personal achievements and not for services rendered
To comply with APM policy, UCR faculty must:

1. Obtain Prior Approval for Category I activities by
   - Completing an APM-025 Prior Approval Request form OR an APM-671 Prior Approval Request form and
   - Submitting the form for approval following the campus routing instructions.

2. Submit an Annual Report each fiscal year for Category I and/or Category II activities using the campus self-reporting system http://conflictofcommitment.ucr.edu.

UC policy mandates that faculty submit an annual report per APM-025 (for general campus faculty) or APM-671 (for HSCP faculty) whether or not you engaged in Category I or Category II activities. A response of Yes or No is required.

To login to the Conflict of Commitment APM-025 and APM-671 Annual Reporting system visit http://conflictofcommitment.ucr.edu.

For questions or more information, please send an email to academicpersonnel@ucr.edu.