

Conflict of Commitment and Outside Activities of Faculty Members* APM 025				
Category	Definition¹	Advance Approval Required?²	Counts Toward Annual Time Limit?³	Activity Must Be Reported?
Category I <i>Most likely to create a conflict of commitment.</i>	Activities that <ul style="list-style-type: none"> are related to the training and expertise which is the individual's qualification for University appointment, but performed for a third party, and/or require significant professional commitment 	Yes	Yes	Yes
Category II <i>Less likely to create a conflict of commitment.</i>	Activities that are <ul style="list-style-type: none"> typically shorter-term and outside the course and scope of University employment 	No ⁴	Yes	Yes
Category III <i>Unlikely to create a conflict of commitment.</i>	Activities that are <ul style="list-style-type: none"> within the course and scope of University employment 	No ⁵	No	No

* Health Sciences faculty who are not participants in the Health Sciences Compensation Plan are governed by APM 025.

¹ See APM 025-10 for detailed descriptions and examples of activities. If there is doubt about category classification of an activity or whether there is a conflict of commitment, the faculty member should disclose and discuss with the Department Chair.

² This approval is given by the Vice Provost for Academic Personnel as the Chancellor's delegee. Any activity involving a student for whom the faculty member has or will have responsibility must also be approved by the Department Chair.

³ Specific time limits govern the number of days in which faculty members may engage in compensated outside professional activities. For academic year faculty, the time limit is 39 days. For academic year faculty earning summer salary, the time limit is one day per week while earning University compensation. For fiscal year faculty, the time limit is 48 days (with no restrictions when using vacation time unless the faculty member is earning University compensation). The Vice Provost for Academic Personnel, as the Chancellor's delegee, may make exceptions to these limits when the activity benefits the University. See APM 025-10.

⁴ Any activity involving a student for whom the faculty member has or will have responsibility must also be approved by the Department Chair.

⁵ Any activity involving a student for whom the faculty member has or will have responsibility must also be approved by the Department Chair.