

Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan APM 671					
	Definition ¹	Advance Approval Required? ²	Counts Toward Annual Time Limit? ³	Activity Must Be Reported?	Earned Income Counts Toward Threshold? ⁴
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	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 outside professional activities that are outside the course and scope of University employment 	No ⁵	Yes	Yes	Yes ⁶
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 ⁷	No ⁸	No	No

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

¹ See APM 671-10 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 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 UCI School of Medicine Implementing Procedures for the Health Sciences Compensation Plan set the maximum number of days that plan participants may devote to compensated and uncompensated outside professional activities at 21 days per fiscal year. See Implementing Procedures, Section VI.

⁴ Income above the earning threshold must be deposited into the Plan. UCI Implementing Procedures set the income threshold at \$40,000 or 40% of the fiscal-year base salary scale (scale 0), whichever is greater. See APM 671-8.c and SOM Implementing Procedures for HSCP, Section VI,E.

⁵ Advance approval is required for Category II activities that exceed the annual time limit or income limit. Any activity involving a student for whom the faculty member has or will have responsibility must also be approved by the Department Chair.

⁶ Exceptions include: prizes, royalties, honoraria, university honoraria, administrative stipends, and income from a profession unrelated to the training and experience that qualified the individual for University appointment. See APM 671-8.d and 671-10.b.

⁷ Any activity involving a student for whom the faculty member has or will have responsibility must also be approved by the Department Chair.

⁸ The activity must not interfere with the faculty member's obligations to the University.