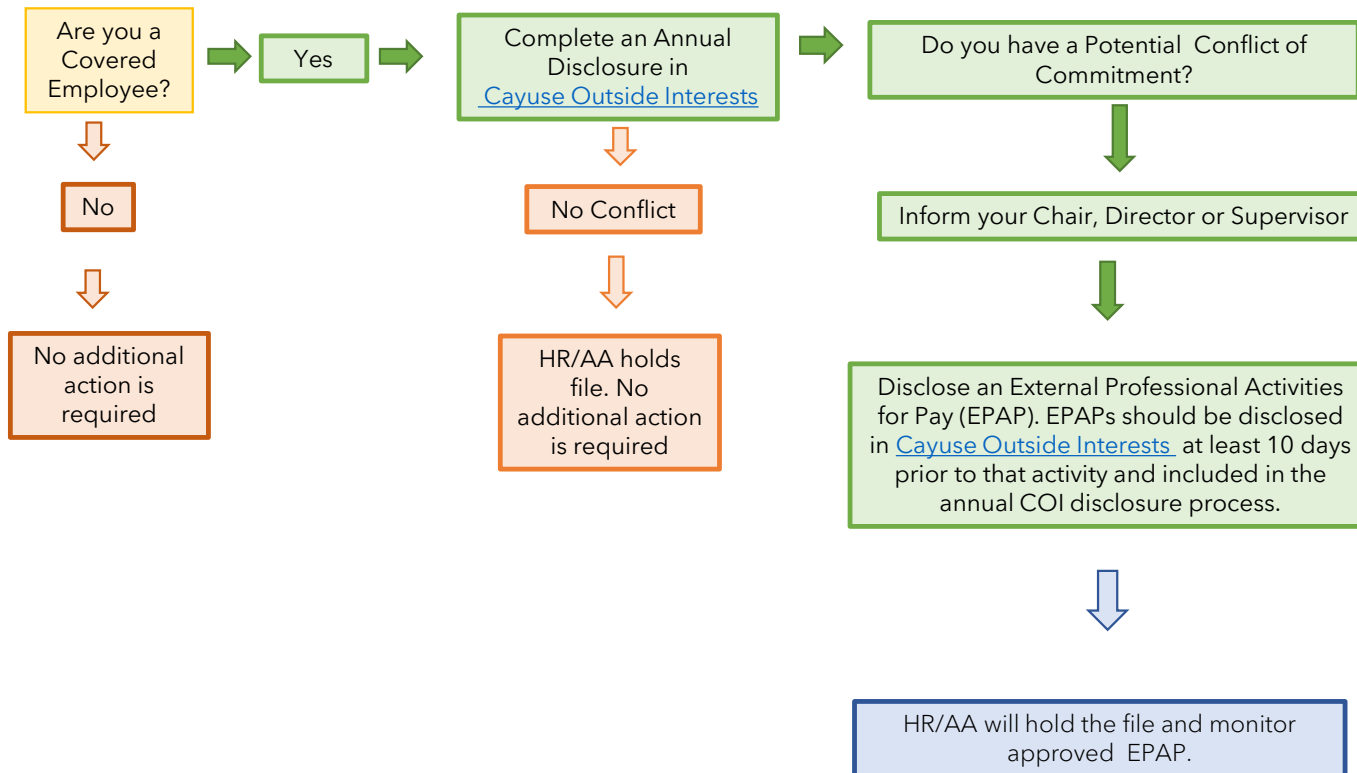


Conflict of Commitment Decision Tree



Conflict of Commitment

Conflict of commitment relates to an individual's distribution of time and effort between obligations to University employment and participation in activities outside of university employment. The latter may include generally encouraged extensions of professional expertise such as consulting or participation in associations. These activities promote professional development and enrich the individual's contributions to the University, to the profession, and to society. However, a conflict of commitment occurs when the pursuit of outside activities involves an excessive investment of time or is conducted at a time that interferes with the Covered Employee's (faculty or staff) fulfillment of university employment responsibilities.

Covered employees may sometimes engage in an External Professional Activity for Pay. When doing so, the employee must provide satisfactory assurances that such activity will not interfere with University employment obligations.

External Professional Activities for Pay should generally be limited to no more than the equivalent of 20 percent (20%) of an employee's full-time status equivalent.