

APM - 025, Conflict of Commitment and Outside Activities of Faculty Members
APM - 671, Conflict of Commitment and Outside Activities of Health Science Compensation Plan
(HSCP) Participants

Frequently Asked Questions (FAQs)

APM - 025

Q: What constitutes a day? Does consulting performed on week-ends count toward the APM - 025 disclosure requirements or time limits?

A: Campus and discipline-specific definitions of “a day” differ according to need and according to the activity. The APM language allows each campus to define in local policy or implementing procedures.

Q: Why is “consulting under the auspices of the University of California” a Category II activity rather than within the course and scope of employment?

A: Faculty take on consulting duties in addition to their full-time duties. The consulting role could be related to a grant-funded project, for example, that generates additional compensation.

Q: Please clarify approval authority for various actions in APM - 025 when policy states that the Chancellor has authority; on our campus, the Chancellor delegates some actions to the EVCP.

A: Per APM - 100-6d, authority for implementing academic personnel policies may be redelegated by the Chancellor unless otherwise restricted.

APM - 671

Q: Shouldn't the authority to grant exceptions to the earnings limits be with the Dean rather than the Chancellor or designee, which implies a higher level of review.

A: The Chancellor may delegate this authority as APM - 671 does not restrict authority. Per APM - 100-6d, authority for implementing academic personnel policies may be redelegated by the Chancellor unless otherwise restricted.

Q: What is the rationale for including in APM - 671 certain faculty not covered by APM - 025, i.e., recalled faculty?

A: Recalled faculty who participate in the HSCP are eligible for additional compensation above and beyond base salary, when they participate in clinical activities. When any faculty member participates in the HSCP, s/he is subject to all of the rules of the HSCP. Recalled faculty subject to APM - 025 are not eligible for the HSCP additional compensation and are not subject to the rules of the HSCP.

Q: The “Reporting Requirement” section (APM - 671) does not specify which basis (fiscal-year or calendar year) the annual report should be based on.

A: Campuses vary in how they manage the reporting calendar and asked for the flexibility to determine local practice.

Q: If a particular department adopts day limits of less than 48 days per year under APM - 671, then must they also comply with those rules and seek approval for exceptions (up to 48 days) from the Chair or Dean?

A: Yes

Q: Some faculty may not be able to predict in advance whether their total earnings will exceed the limit and may not be able to seek an exception in advance.

A: That circumstance is understandable; an exception must be sought once the limit has been exceeded.