



1111 Franklin Street  
Oakland, CA 94607-5200  
Phone: (510) 987-9074  
Fax: (510) 987-9086  
<http://www.ucop.edu>  
February 22, 2010

**CHANCELLORS  
LABORATORY DIRECTOR ALIVISATOS  
CHIEF EXECUTIVE OFFICERS—MEDICAL CENTERS**

**Policy on Senior Management Group Outside Professional Activities**

Dear Colleagues:

Attached is the new policy on *Senior Management Group Outside Professional Activities* approved by The Regents at their January 21, 2010 meeting. The new Outside Professional Activities (OPA) policy—including rescission of the current OPA documents—was effective January 1, 2010.

This policy consolidates a series of previous issuances, and lists those policies which have been rescinded (including the March 1995 Regents policy, the July 1, 1995 Presidential *Policy on Outside Professional Activities for University Officers and Designated Staff*, and an interim Regents policy approved in January 2007). The policy now is presented in a new template, clearly identifying approval authority, reporting and compliance requirements, as well as accountable policy officers.

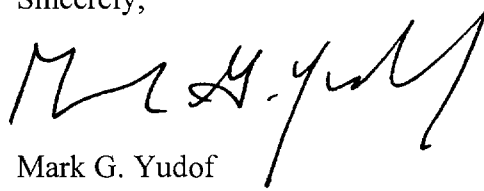
Considerable benefit accrues to the University from Senior Management Group (SMG) members' association with external educational and research institutions, not-for-profit professional associations, federal, State and local government offices and private sector organizations. Outside professional activities performed by SMG members are often mutually beneficial to the University and the members themselves and may be appropriate tenets under this policy. In communicating this new policy, I also want to emphasize that SMG members have a duty of loyalty to the University, as well as a primary fiduciary responsibility to the University. It is critical that, at all times, the primary commitment of SMG members must be to avoid conflict of interest and/or commitment and to fulfill their regular University responsibilities.

The policy was reviewed by the Lawrence Berkeley National Laboratory, the campuses, and the Academic Council. In addition, employees were given an opportunity to comment. The policy will be made available on the following Web site:

[http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/smg\\_hr\\_policies.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/smg_hr_policies.html)

In the near future, the *Implementation Procedures* and *Frequently Asked Questions* for the policy will be posted on the Web site as well.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark G. Yudof', written in a cursive style.

Mark G. Yudof  
President

Attachment

cc: Members, President's Cabinet  
Principal Officers of The Regents  
Academic Senate Chair Powell  
Academic Personnel Directors  
Chief Human Resources Officers  
SMG Coordinators  
Universitywide Policy Office