

## New Clarifications and Policy Revisions: Academic Conflict of Commitment & Outside Activities



### OVERVIEW

- Policy changes take effect on **July 1, 2024** for:
  - APM - 025: Conflict of Commitment and Outside Activities of Faculty Members and Designated Other Academic Appointees
  - APM - Section 671, Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants
- Outside Activities Tracking System (OATS) <sup>1</sup> changes live March 1, 2024.
- Clarifications and revisions made through systemwide policy process in response to Ethics, Compliance and Audit Services 2021 systemwide audit on undue foreign influence<sup>2</sup>



### CLARIFICATION AND KEY POLICY CHANGES

- **Category I Activities that Require Prior Approval (Clarified by policy update)**
  1. **Current or pending acceptance of honorary, visiting, or other appointment (*compensated or uncompensated*) at an outside institution program is a Category I activity that requires prior approval when there is not a campus agreement with the outside institution for the activity**

Includes higher education, research institute, or medical center affiliated with an outside institution of higher education, non-U.S. government, or other outside entity.
  2. **Application to or participation in a non-U.S. talent recruitment program is a Category I activity that requires prior approval**

Faculty members are required to receive prior approval to apply or participate in talent recruitment programs specifically designed to recruit science and technology professionals or students.
- **Clarification that in-kind contributions in support of research are consider forms of outside professional compensation (NEW)**
  - Includes such things as office/laboratory space and equipment, supplies, and employees or students supported by an outside source.
- **Policy requirement to comply with federal funding agency laws and policies (NEW)**
  - Faculty and Designated Other Academic Appointees are required to follow federal funding agency laws and policies governing grant disclosures if participating in a federally funded research project.

Contacts for assistance: [Campus Academic Personnel Offices](#); [Campus Research Compliance Offices](#)

<sup>1</sup> <https://info.ucoats.org/pages/training-faculty-025>

<sup>2</sup> [https://auditreports.ucop.edu/?project\\_filter%5B%5D=62&fiscal\\_year\\_id=41&action=public\\_search&project\\_id=&type=update\\_search&submit=Search](https://auditreports.ucop.edu/?project_filter%5B%5D=62&fiscal_year_id=41&action=public_search&project_id=&type=update_search&submit=Search)