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) \(^1\) 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\(^2\)

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

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\(^1\) https://info.ucoats.org/pages/training-faculty-025

\(^2\) https://auditreports.ucop.edu/?project_filter%5B%5D=62&fiscal_year_id=41&action=public_search&project_id=&type=update_search&submit=Search