

Conflict of Commitment - Outside Professional Activities (OPA)

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Department chairs 2-day workshop, September 14, 2026

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AGENDA

- KEY POINTS
- CASE STUDIES
- RESOURCES
- QUESTIONS/DISCUSSION
- ADDITIONAL REFERENCE SLIDES:
 - POLICY OVERVIEW – OPA & LEAVES
 - Role of department chair
 - CATEGORY I REQUESTS
 - OFFICE OF RESEARCH CONSULTING
 - ANNUAL REPORTING
 - QUIZ!

Key points for managing OPA

- APM 025 or APM 671?
- Submit Category I requests EARLY (at least 8 weeks ahead)
 - Consultation is required with the Office of Research
 - Required to be in Good Standing
- Utilize resources from AA UC OATS page
- Chairs are an important resource
- Deans offices are also a good resource for departments
- Faculty must report annually even if they didn't engage in OPA

CASE STUDIES

CALIFORNIA

UC professors fail to report outside income, shortchanging the university system

Los Angeles Times

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A review of almost 90 UC system health faculty members found that about two-thirds did not report all of their outside income. Above, the campus of UC Irvine. (Mark Boster / Los Angeles Times)

By ANNIE WALDMAN

DEC. 6, 2019 | 6 AM

For nearly two decades, Dr. Neal Hermanowicz has led the movement disorders program at UC Irvine, where he earns more than \$380,000 a year in salary and bonuses. The widely respected expert on Parkinson's and Huntington's diseases adds to his income by consulting for drug companies.

Since 2014, 11 pharmaceutical companies have paid him a total of at least \$588,000 in consulting and speaking fees and honorariums, according to federal data. For

The coronavirus may have reached Los Angeles even before China announced its outbreak

Kids desks are selling out. Where to find alternatives.

My patients can 'feel well' yet test positive for the coronavirus. They're shocked, but I'm not

As Trump played down coronavirus, health experts' alarm grew

What bats can teach us about developing immunity to COVID-19

Cases statewide »

763,436
confirmed

14,411
deaths

As of September 14, 3:24 p.m. Pacific

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<https://www.latimes.com/california/story/2019-12-06/conflicts-cost-university-of-california-as-professors-fail-to-share-outside-income>

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What Could Possibly Go Wrong?

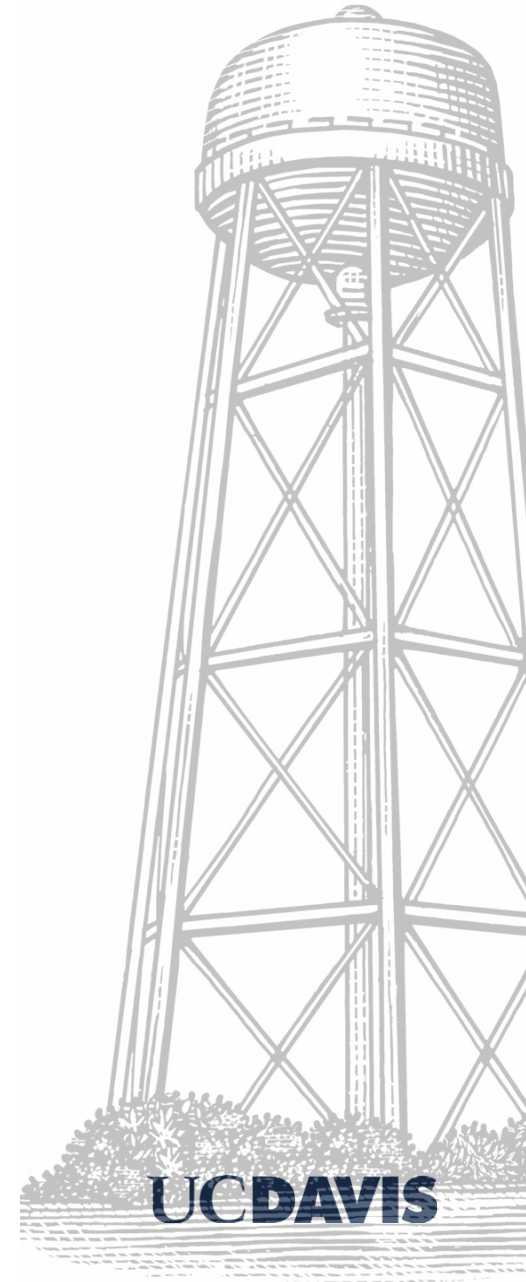
Lack of Attention to University Duties

Financial Misconduct

Misuse of University Time Resources

Misuse of University Facilities Resources

Loss of Grant Funds/Eligibility



Case Study 1: Neglect of University Duties

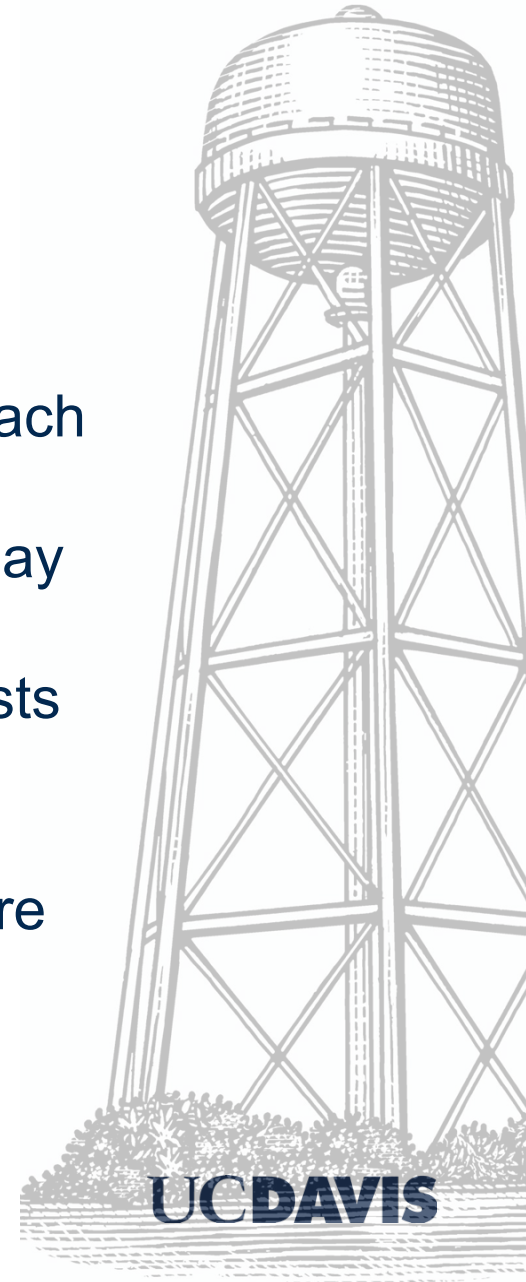
A campus faculty member with a substantial teaching load had not taught an undergraduate course since 2021. Each year, he was clustering his planned teaching into one quarter, then taking leave for portions of that quarter. Beginning in 2024, word spread that he had a job offer from another institution, but he didn't resign or set a departure date.

In 2025, his name appeared as an instructor on another university's website. At around the same time, Audit identified him as among the university cardholders with the most unreconciled expenses. Some expenditures appeared suspect. An investigation ensued.



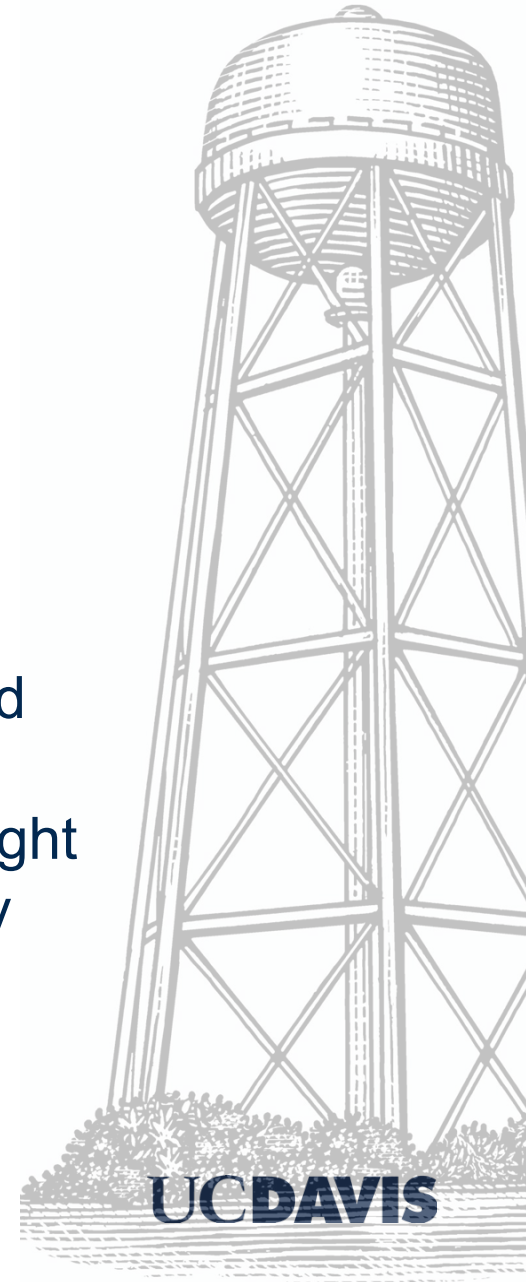
CS 1: Investigation Findings

- Faculty member taught at another university beginning in 2/2025
- Didn't seek pre-approval required by APM 025
- Provided misleading medical information about unavailability to teach at UC Davis in winter & spring 2025
- Conduct → multiple course cancellations, cost time and money, may have disrupted students' academic progress
- Submitted altered receipts to support travel reimbursement requests in 2021-25
- Charged \$8000 for travel to and from other employment in 2025
- Repeatedly used UCD card to pay for spouse's travel and to secure inappropriate cash advances



CS 1: Outcome and Takeaways

- Respondent resigned during the investigation
- Counsel currently discussing pursuing California False Claims Act lawsuits against individuals who commit travel fraud
- Neither the outside fulltime employment nor the fraud are unique
 - Ongoing similar investigation
 - Third prior matter involved someone who was often absent and was found to hold multiple outside appointments
 - UCDH faculty member remained abroad following COVID, taught UCD courses remotely, teaching in person at foreign university



Case Study 2: Misuse of UCD Resources

A UCDH faculty member held an executive role at an outside company that performed work similar to his university activities. He was accused of failing to secure prior approval before starting his outside role and of failing to disclose his business relationship to granting agencies. In addition, he allegedly diverted UC Davis work to his outside entity to avoid University processes.

An investigation under APM 671 and APM 015 ensued.



CS 2: Investigation Findings

- As Director for outside entity, faculty member's work required the same training and expertise as his UCDH role.
- No prior approval, and post-activity approval misrepresented work
 - Claimed entity was philanthropically funded
 - Also did not report OPA work in NIH and DOD submissions
- Diverted UCDH sponsored project requests to outside entity
 - All entity's work used UCDH staff and equipment
 - Outside entity charged 20% "overhead"
 - Facilitated underpayments to University, charging internal rates, altering at least one document, and replacing UC facilities and administrative costs with outside payment to lab member



CS 2: Outcome and Takeaways

- Respondent violated Whistleblower policy and APM 671-10
 - Engaged in unapproved Category 1 OPA
 - Failed to accurately report
- Outside work created a Conflict of Commitment
- Routing of projects granted a public good for a private benefit

Sanction

- Reduction in Pay ~\$20,000
- Letter of Censure in academic review file
- Removal of all leadership roles
- Not in good standing for purposes of HS Comp Plan for at least 3 years



Case Study 3: Jeopardizing Grant Eligibility

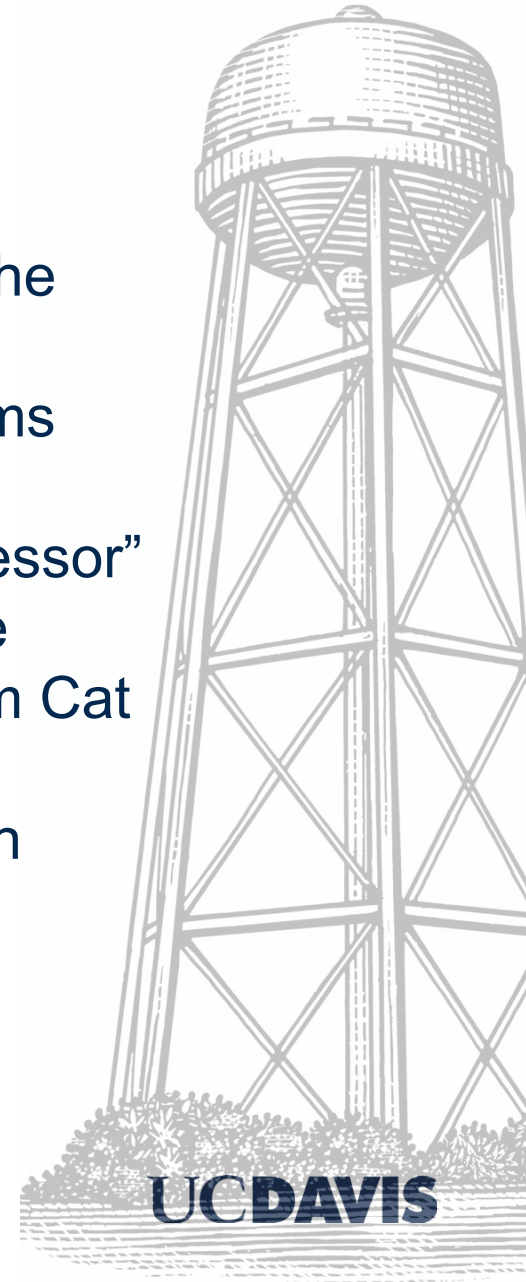
A campus faculty member was alleged to have engaged in Category 1 activities without prior approval. He also was alleged to have received income and other financial compensation without disclosure in violation of conflict-of-interest policies, NIH grants, and NSF standards. He was also alleged to have failed to disclose foreign entity activities that constituted a “significant foreign component” under NIH grant requirements and “current and pending support” as defined by NSF grant requirements.

An investigation under APM 025 and APM 015 ensued.



CS 3: Investigation Findings

- Faculty had Cat 1 approval to work for a US-based spin-off entity he created. Took 3 mo LWOP one time to work for that company
- No approval to participate in two foreign university Talents programs
- Contract 1: 9 mo/yr for 5 yrs as Pearl River Talents faculty
- Contract 2: 2 mo/yr for 3 yrs as Yangtze River Talents “Chair Professor”
- Later “supplements” dramatically changing terms were not reliable
- Investigation found actual activities were significantly different from Cat 1 approvals, in violation of APM 025
- Also found failure to report foreign component and other support in violation of NIH policies, but no active NSF grants



CS 3: Outcome and Takeaways

- Resigned as co-investigator on his NIH grants
- Proposed Investigation Sanction:
 - 2-year suspension
 - No OPA permitted during suspension
- Resigned before discipline was imposed
- Conduct was not unique to this case
 - Separate faculty member's APM 671 case substantiated failure to obtain prior approval for Cat 1 activities and failure to disclose "other support" and "significant foreign component" under NIH
 - Proposed dismissal, but faculty resigned



Postscript: Sabbatical Is Not Free Time

APM 740-19

- APM 025 and APM 670 apply during sabbatical, including sabbatical on partial pay
- “Sabbatical leave shall not be used as a means of augmenting personal income” outside the structures of the APM

We’ve had cases where faculty on sabbatical worked for companies and accepted Dean and faculty appointments at foreign universities. Remedies included completing appropriate disclosures and approvals and remitting excess income with interest.



Recurring Themes

Faculty member pressures staff

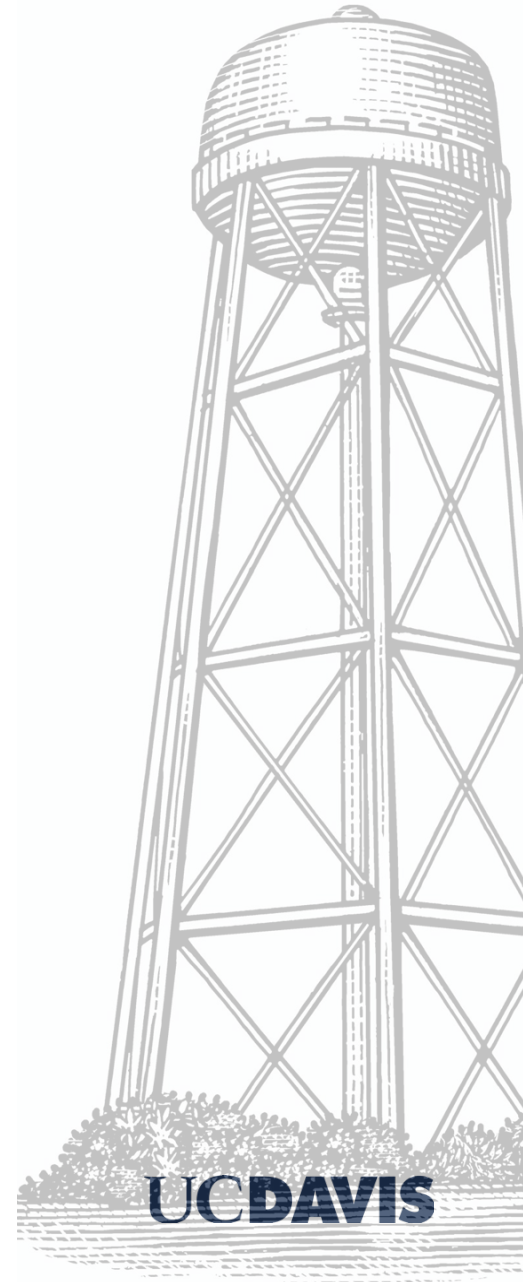
- To advance request
- Not to inconvenience faculty with requests e.g. for supporting documentation

Supervisor(s) approve without scrutiny

- Cite business reliance on staff

Wrongdoer goes on the offensive

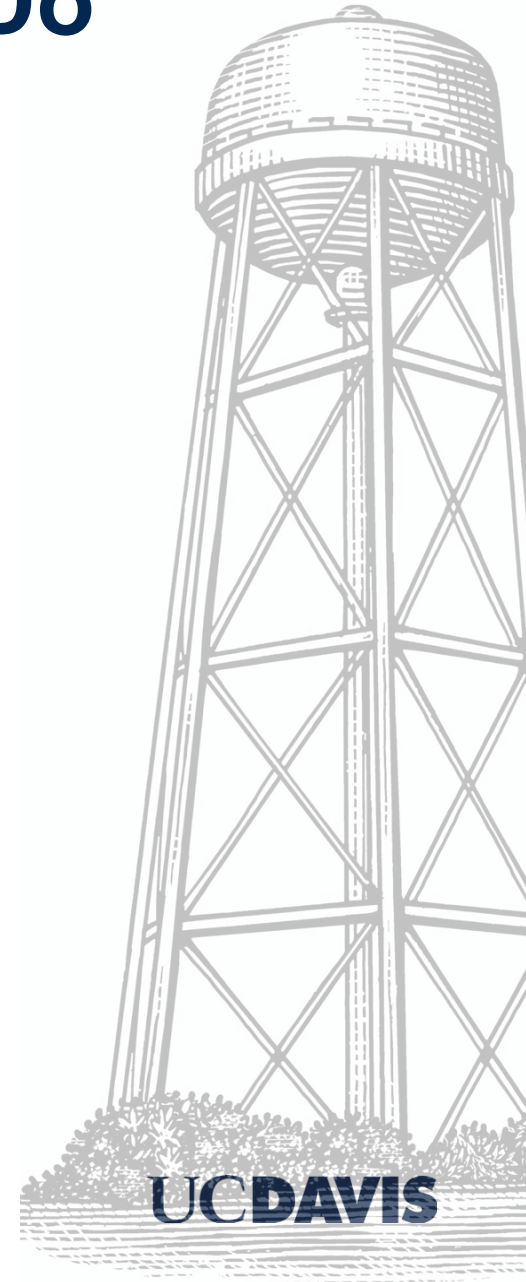
- Requests leave
- Threatens litigation, administrative agency complaints



Recurring Themes and What You Should Do

- ↪ Faculty member pressures staff
Empower your staff to use due diligence and to request your support
- ↪ Supervisor(s) approve without scrutiny
Ensure appropriate scrutiny of documents you review
- ↪ Wrongdoer goes on the offensive
Don't be afraid to consult your resources and request support

As a new chair, set clear expectations with your team about *these points*. Encourage and demonstrate open communication, making yourself available to your team.



Key reminders about OPA

- Know which APM you and your faculty are subject to, [APM 025](#) or [APM 671](#). Become comfortable with the policy. When uncertain about OPA, please consult with your resources (dean, staff) as needed.
- Remind faculty to submit Category I requests WELL BEFORE engaging in Category I activities (at least 8 weeks)
 - Cat I requires preapproval routing to the Provost
 - Can be sent back for errors or incompleteness
 - If you are unsure of anything, check in with your resources.
 - Remind faculty that they are required to consult with the Office of Research and be in Good Standing.
- Utilize resources from [AA UC OATS page](#) (guidance, OPA consultants “Contacts for UC OATS”) – help minimize delays in the approval process
- Chairs are an important resource for your faculty to consult with. Also, your approval is required to allow students to work with faculty in OPA. You CAN say no.
- Remind faculty to complete and submit the required annual report EVEN IF if they didn’t engage in outside activities. Add activities throughout the academic year.

Your resources

OPA consultants ([Analysts in Dean's office](#) who can assist with these matters):

- CAES: Baljit Nijjar, bknijjar@ucdavis.edu; Jessica Gonzalez, jcagonzalez@ucdavis.edu; Eva Villeda, eevilleda@ucdavis.edu
- CBS: Brenda Chriss, btchriss@ucdavis.edu
- COE: Olivia Dally, opisano@ucdavis.edu
- L&S: Katie Anderson, keanders@ucdavis.edu; Jennifer Shorts, jlshorts@ucdavis.edu; Jennifer Willard, jnwillard@ucdavis.edu
- SOE: Roxanne Grijalva, rcgrijalva@ucdavis.edu; Amanda Toering, ajtoering@ucdavis.edu
- SOL: Lili Scheiber, lscheiber@ucdavis.edu; Rachel Geier, rgeier@ucdavis.edu
- SOM: Andrea Young, asyoung@health.ucdavis.edu; Jennifer Bozant, jmwatson@health.ucdavis.edu
- SVM: Charlene Miller, chdmiller@ucdavis.edu; Megan Rott, mrott@ucdavis.edu; Michaelle Gonzalez, migonza@ucdavis.edu; Tania Heta, taheta@ucdavis.edu; Inna Revzin, irevzin@ucdavis.edu; RJ Taylor, arjtaylor@ucdavis.edu

Your resources (continued)

HELPFUL WEBPAGES:

- UC Davis UC OATS Information webpage:
 - <https://academicaffairs.ucdavis.edu/oats>
- UC OATS Category I Guidance:
 - <https://academicaffairs.ucdavis.edu/uc-oats-category-1-guidance>
- UC OATS Annual Certification Guidance (due each fall quarter for the preceding academic year):
 - <https://academicaffairs.ucdavis.edu/annual-certification>
- UC OATS Knowledge Base: <https://info.ucoats.org/pages/training>
 - Faculty: <https://info.ucoats.org/pages/faculty>
 - Approver: <https://info.ucoats.org/pages/approver>

Technical support: UC OATS help desk – oats-help@ucdavis.edu

QUESTIONS/DISCUSSION

ADDITIONAL REFERENCE SLIDES

**Why are outside professional
activities of faculty important at
UC?**

POLICY – Conflict of Commitment and Outside Activities of Faculty Members (APM 025 & APM 671)

Faculty members employed by UC owe their primary professional allegiance to the University and accept as their own the University's responsibilities to advance and communicate knowledge.

In service of UC's goals to advance and communicate knowledge through interaction with the public, faculty have an obligation to provide, within limits, University-related public service by using their expertise to contribute to the University and/or the professions, business, the community or the public.

POLICY – Conflict of Commitment and Outside Activities of Faculty Members (APM 025 & APM 671)

APM 025/671 Obligations to the University

- Outside professional activities (OPA) must be undertaken in a manner consistent with the faculty member's professional obligations to UC. OPA must not conflict with the faculty member's obligations to students, colleagues or to the University as a whole. Faculty must maintain a significant presence on campus, meet classes, keep office hours, hold examinations as scheduled, be accessible to students and staff, be available to interact with University colleagues, and share service responsibilities throughout every quarter/semester of active service.
- OPA, compensated or uncompensated, regardless of financial interest, are those activities that are within a faculty member's area of professional, academic expertise and that advance or communicate that expertise...

POLICY – Conflict of Commitment and Outside Activities of Faculty Members (APM 025)

Faculty are responsible for complying with this policy, including:

- **Obtaining prior written approval for Category I activities**
- **Submitting annual reports of all Category I and Category II activities (or lack thereof) to the department chair (in UC OATS).**
- **Attesting to adherence to the requirements of this policy in their annual report.**
- **Disclosing any current or prospective OPA to the department chair if in doubt as to whether there is a conflict of commitment.**
- **Obtaining prior approval from the Department Chair before involving a student in OPA. (APM 025-6.b)**

POLICY – Conflict of Commitment and Outside Activities of Faculty Members (APM 671)

Faculty are responsible for complying with this policy, including:	Obtaining prior written approval to engage in OPA that may result in exceeding the total annual time and/or earnings thresholds
Maintaining Good Standing per the terms of the Plan that governs the faculty's appointment.	Submitting annual reports of all Cat I and II activities and compensation earned from such activities to the Department Chair
Obtaining prior written approval for Category I activities	Attesting to the adherence with the requirements of the policy in the annual report.
Maintaining running total of annual earnings, and from time spent, on all outside all outside activities.	Disclosing any current or prospective OPA to the Department Chair if in doubt as to whether there is a conflict of commitment.
Depositing all income that exceeds earnings threshold approvals into the Plan with the exception of income earned from Cat III ...	Obtaining prior approval from the Department Chair before involving a student in OPA.

POLICY – APM 025 & APM 671

	APM 025	APM 671 – members of the HS Comp Plan (no patient care/clinical in OPA, and must be in “Good Standing.”)
Time limits	AY: 39 days (312 hours) FY: 48 days (384 hours) Inclusive of evenings and weekends. No exceptions to exceed number of days.	FY: 21 days (168 hours) Inclusive of evenings and weekends. May request prior approval to exceed 21 days for no more than 48 days. Check with Dean's Office before requesting as currently not being allowed by UCDH.
Compensation limits	none*	\$40,000 or 40% of base salary on scale 0 for rank and step. (Systemwide scale, not step plus scale)
Leaves	May be required, e.g., teaching abroad	Case by case
Recall faculty	does not apply	Policy applies if they are recalled to the comp plan

** See next slide regarding faculty in the School of Veterinary Medicine.*

POLICY – Veterinary Medicine Faculty (APM 675)

Requires that all VM faculty participate in the Veterinary Medicine Salary Scale, 51% appt or greater

- Faculty eligible for annual salary differential
- Eligible faculty contribute minimum contributions as set by the Dean of VM, in consultation with the VM Faculty Executive Committee

Days allowed for outside activities consistent with APM 025, except no clinical services or outside patient care consulting is permissible

May retain no more than \$40,000 per fiscal year after the minimal contribution is met.

Consult with VM Deans office for more guidance.

Background on Policy Revisions effective July 1, 2024

Ethics, Compliance and Audit Services (ECAS) performed a systemwide audit of foreign influence in accordance with the 2019–20 UC audit plan.

Audit results were published in the Systemwide Foreign Influence Audit Report in February 2021.

The report noted increased concern in the federal government about efforts by non-US governments to influence research conducted by US institutions of higher education.

Academic Personnel and Programs (APP) charged with revising policy to support increased faculty compliance with funding agency disclosure obligations.

Reminder: Key Policy Changes effective July 1, 2024

Clarification that participation in a non-US talent recruitment program is a Category I activity

Clarification that an honorary, visiting, or other appointment (either compensated or uncompensated) at an outside institution is a Category I activity

Inclusion of in-kind contributions in the definition of compensation

Inclusion of language requiring faculty and appointees in seven non-faculty academic titles, also referred to as “Designated Other Academic Titles,” to comply with federal funding agency disclosure obligations

Designated Other Academic Titles

APM 025-14-b

Which titles?

- Agronomist Series
- Astronomer Series
- Coordinator of Public Programs
- Professional Research Series
- Project Scientist Series
- Specialist Series
- Specialist in Cooperative Extension Series

-
- ❖ Individuals appointed in these titles are required to comply with federal funding agency disclosure obligations re:
 - ❖ Participation in non-US talent recruitment programs
 - ❖ Accepting honorary/visiting appointments at outside institutions
 - ❖ If participating in a federally funded research project
 - ❖ If required to disclose per funding agency policy, grant terms & conditions, and/or federal law
 - ❖ The titles above do not have reporting obligations in UC OATS except for Specialists in CE. This is managed by the Office of Research

ROLE OF THE DEPARTMENT CHAIR

Support compliance with these policies

- Category I requests submitted well in advance before the activity starts
- Regularly enter activities in UC OATS
- Annual report is required by all eligible faculty, even if they have no OPA
- Faculty must request prior approval from the department chair before involving students in OPA.

POLICY – Leaves (APM 700)

“Academic year appointees are expected to be present from the beginning of Fall Semester/Quarter through the end of Spring Semester/Quarter. Any appointee returning after the beginning of Fall quarter/semester or leaving before the end of Spring quarter/semester should apply in advance for a leave of absence...”

“Fiscal year appointees who render service throughout the calendar year (12 months) shall apply in advance for leaves of absence...”

How does this apply to Outside Professional Activities:

- APM 025:
 - AY – do not accrue vacation, generally the summer months are their own, unless they are receiving summer compensation and/or engaging in Category I activities.

Categories of OPA (refer to APM for more detail)

Category I (requires prior approval before initiating activities) – most likely to create a conflict of commitment, such as:

- TEACHING, RESEARCH, or administration of a grant outside the university
- Employment outside the university
- Assuming a founding or a co-founding role of a company
- Assuming an executive or managerial position outside of the university

Categories of OPA (refer to APM for more details)

Category I continued:

- **NEW** → Current or pending acceptance of an honorary, visiting, adjunct or other institutional appointment (compensated or uncompensated) at an outside institution of higher education, research institute, or medical center affiliated with an outside institution of higher education, non-US government, or other entity.
- **NEW** → Current or pending participation in, or application to, talent recruitment programs (specifically designed to recruit science and technology professionals or students) sponsored by a government agency of a nation other than the US (non-US govt)

All Category I activities require disclosure in annual reporting.

CATEGORY I, REQUESTS FOR PRIOR APPROVAL

Requests should be submitted well before the activity is planned to begin

- Recommend submitting requests at least 8 weeks in advance.
- Multiple levels of review and approval required
- Final decision rests with the Provost.
- Engagement in the activity is not permitted without prior approval.

Additional information must be included with these requests (both APM 025 and 671 requests), available on the Academic Affairs website:

- UC OATS Resources: <https://academicaffairs.ucdavis.edu/resources-and-training>

Categories of OPA (refer to APM for more detail)

Category II – may be shorter term, less likely to be a conflict, such as*:

- Additional university teaching, i.e., UNEX, continuing education by the Univ
- Consulting or testifying as an expert/professional witness
- Providing outside consulting
- Serving on a board of directors outside the university
- Providing outside consulting or compensated professional activities for entities such as Los Alamos or Lawrence Livermore Laboratories.

These activities require disclosure in annual reporting.

***More activities listed in APM 671 for HS Comp Plan faculty.**

Categories of OPA (refer to APM for more detail)

Category III – are within the course and scope of University employment. Less likely to raise conflict, such as:

- Serving on a govt or professional panel or committee or officer of a professional or scholarly society
- Reviewing manuscripts; acting in an editorial capacity
- Attending and presenting talks at univ/academic colloquia and conferences
- Developing scholarly or creative works
- Accepting honoraria for scholarly, intellectual, educational, outreach work within the course and scope of employment; and
- Receiving prizes, defined as gifts in recognition of personal achievements and not for services rendered.

These activities DO NOT require disclosure in annual reporting.*

** For SOM/SON - check with Academic Personnel Office for Schools of Health concerning reporting requirements for this category.*

INTELLECTUAL PROPERTY (IP) and CONFLICT OF INTEREST (COI)

Managing IP and COI Issues: Consultation with Office of Research

UC Davis encourages research collaborations and engagements with industry that contribute to the University's teaching and public service mission.

Since outside activities have potential to involve the following, faculty must consult with Office of Research as part of their Category I prior approval request:

- Developing or Assigning Intellectual Property
- Transferring Technology
- Transferring Research Materials or Data
- Consulting for Industry
- Starting a Company

Managing IP and COI: OR Resources

Resources For Researchers

The Office of Research serves as the primary campus resource for matters related to research and technology transfer. We provide a wide range of services and tools throughout the project lifecycle to help researchers and innovators succeed.

Our common goal is to help deliver insight and new technologies that transform the world for a better tomorrow.

Resources

Office Units

<https://research.ucdavis.edu/>



Faculty Toolkit

- ➔ Find Funding Opportunities
- ➔ Submit Your Proposal
- ➔ Manage Your Award
- ➔ Outgoing Subawards
- ➔ Search Core Directory
- ➔ Ensure Compliance
- ➔ Protect Your Invention
- ➔ Access Forms

Managing IP and COI Issues: Contact Tech Transfer when...

Faculty will consult with Tech Transfer about their OPA when their OPA involves...



Creating a Startup
or Founding a Company



Using Research, Data,
Inventions, Etc. Elsewhere

Teaching/Working at a
Foreign Institution



Managing IP and COI Issues: Contact Research Compliance and Integrity when...

Faculty will consult with Research Compliance and Integrity about their OPA before doing *any* of the following:

- Founding/cofounding a company
- Becoming financially involved with a startup company
- Taking on OPA with an international entity

All Category I activities require consultation using the [UC OATS Category I Activity Review & Consultation Request](#). Based on how they answer questions, they consultation process will route automatically. The results of the consultation must be uploaded in UC OATS in the Notes section of the request.

Managing IP and COI Issues: Example

A faculty member in your department comes to you. Their graduate student recently published research describing a new method developed by the faculty member and the graduate student. The faculty member was approached by a new company that wants to explore a relationship involving:

Translation of the method for use in the company's products

Development of a related innovation theorized in the paper

A percentage interest in the company for the faculty member

Research opportunities for the graduate student

What potential issues do you see?

Managing IP and COI Issues: Example

What do you do?

Translation of the technique for use in the company's product

- *Potential commercial use of UC Davis research. Could raise IP and grant questions.*

Development of a related innovation theorized in the paper

- *Potential inventions/know-how that would need to be reported and appropriately managed.*

A percentage interest in the company for the faculty member

- Faculty must submit [UC OATS Category I Activity Review & Consultation Request](#)

Research opportunities for the graduate student

- Remember that you evaluate the appropriateness of student involvement in OPA

ANNUAL REPORTING

Annual reports generally due in November

- Consult with Assistant Dean Seifer re HS Comp Plan/APM 671 faculty reporting

Reports are reviewed and approved by department and dean

If no OPA, report is still required attesting to this point

University policy requires submission of an accurate annual report.

QUIZ! Test Your Knowledge

Question #1

Which of these items is true:

- a) Faculty are restricted to engaging only in their university work.
- b) Faculty can work outside the university as much as they want.
- c) Faculty can work outside the university up to a set amount of days per year and as long as they seek and receive prior approval (for certain types of activities) before engaging in those activities.
- d) Faculty can do any type of outside work as long as they receive approval from their department chair.

Question #1

Which of these items is true:

- a) Faculty are restricted to engaging only in their university work.
- b) Faculty can work outside the university as much as they want.
- c) Faculty can work outside the university up to a set amount of days per year and as long as they seek and receive prior approval (for certain types of activities) before engaging in those activities.
- d) Faculty can do any type of outside work as long as they receive approval from their department chair.

Question #2

The following examples all require the faculty member to submit a leave of absence request EXCEPT:

- A. A faculty member is teaching for another university in Europe for two weeks in mid-fall quarter.
- B. A faculty member is consulting with a governmental agency in Washington, D.C. for a month during winter quarter.
- C. A faculty member is consulting in the Bay Area one day a week.
- D. A faculty member has an approved vacation in South America and wants to add on a few days to consult with an organization while there.

Question #2

The following examples all require the faculty member to submit a leave of absence request EXCEPT:

- A. A faculty member is teaching for another university in Europe for two weeks in mid-fall quarter.
- B. A faculty member is consulting with a governmental agency in Washington, D.C. for a month during winter quarter.
- C. A faculty member is consulting in the Bay Area one day a week.
- D. A faculty member has an approved vacation in South America and wants to add on a few days to consult with an organization while there.

Question #3

Once a faculty member's request for prior approval of a Category I is approved by the Dean, the faculty member can proceed with the activity.

A. True

B. False

Question #3

Once a faculty member's request for prior approval of a Category I is approved by the Dean, the faculty member can proceed with the activity.

A. True

B. False

Question #4

True or False: One of my faculty is starting a company based on technology he's created while at UC Davis. He's done everything right because he submitted a Request for Prior Approval in UC OATS.

A.True

B.False

Question #4

True or False: One of my faculty is starting a company based on technology he's created while at UC Davis. He's done everything right because he submitted a Request for Prior Approval in UC OATS.

A.True

B.False

Question #5

Several faculty in my department shared that they have not engaged in any outside professional activities. Therefore, they do not need to submit an annual report under APM 025 or 671.

A.True

B.False

Question #5

Several faculty in my department shared that they have not engaged in any outside professional activities. Therefore, they do not need to submit an annual report under APM 025 or 671.

A.True

B.False

Question #6

Because I am in the humanities and social sciences, OPA probably doesn't apply to the faculty in my department.

A.True

B.False

Question #6

Because I am in the humanities and social sciences, OPA probably doesn't apply to the faculty in my department.

A.True

B.False