



Conflict of Commitment & Leaves

APM 025/671 and OATS

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DEPARTMENT CHAIRS 2 DAY WORKSHOP

SEPTEMBER 7, 2022

AGENDA

- ▶ POLLS
- ▶ POLICY OVERVIEW (APM 025/671 –HSCP faculty) & LEAVES (APM 700 SERIES)
 - ▶ Role of department chair
- ▶ REQUEST FOR PRIOR APPROVAL, CATEGORY I
- ▶ INTELLECTUAL PROPERTY/PATENTS/CONFLICT OF INTEREST – OFFICE OF RESEARCH
- ▶ ANNUAL REPORTING
- ▶ QUESTIONS/DISCUSSION



Which of these items is true:

Faculty are restricted to engaging only in their university work. **A**

Faculty can work outside the university as much as they want. **B**

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. **C**

Faculty can do any type of outside work as long as they receive approval from their department chair. **D**



**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.**

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>

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 HSCP (no patient care/clinical in OPA, and must be in “Good Standing.”)
Time limits 39 days, AY (312 hours) 48 days, FY (384 hours) No exceptions to exceed number of days.	Time limits 21 days, FY (168 hours) Inclusive of evenings and weekends. Can request prior approval to exceed 21 days, no more than 48 days.
Compensation limits – none*	Compensation limits - \$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	Leaves - Case by case
Recall faculty – this policy does not apply	Recall faculty – policy applies if they are recalled to the comp plan

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

APM 675 – Veterinary Medicine Faculty

- ▶ 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.

ROLE OF THE DEPARTMENT CHAIR

Support compliance with these policies

- ▶ Ensure faculty understand they need to request prior approval for Category I requests well in advance, at least 6 weeks, before the activity is to commence, noting the various levels of review and approval required.
- ▶ Encourage faculty to regularly enter in UC OATS the activities they are engaged in throughout the year and not just in the Fall when the annual report is due.
- ▶ Remind faculty that even if they have not engaged in OPA, completing an annual report is required by all eligible faculty.
- ▶ Ensure faculty know that they need to request prior approval from you, as department chair, before involving any students in OPA. This is also submitted in UC OATS.



POLL #2

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

A faculty member is teaching for another university in Europe for two weeks in mid-fall quarter.

A faculty member is consulting with a governmental agency in Washington, D.C. for a month during winter quarter.

A faculty member is consulting in the Bay Area one day a week.

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.

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 – not eligible for vacation, generally the summer months are their own, unless they are receiving summer compensation and/or engaging in Category I activities.

LEAVES – APM 700

- ▶ Leave approvals are as follows;
 - ▶ 7 days or less, approval resides with the Department Chair.
 - ▶ 30 days or less, approval resides with the Dean.
 - ▶ More than 30 days require approval from the Vice Provost – Academic Affairs.



POLL #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.

True

False

CATEGORY I, REQUESTS FOR PRIOR APPROVAL

- ▶ **Activities that are mostly likely to create a conflict of commitment because: 1) they are activities related to the training and expertise that is the individual's qualifications for University appointment, but performed for a third party, and/or 2) they require significant professional commitment.**
- ▶ **Activities include but are not limited to:**
 - ▶ **Teaching, research, or administration of a grant at an educational institution, trust, organization, government agency, foundation or other entity outside of the University;**
 - ▶ **Employment outside of the University;**
 - ▶ **Assuming a founding or a co-founding role of a company;**
 - ▶ **Assuming an executive or managerial position outside of the University.**

CATEGORY I, REQUESTS FOR PRIOR APPROVAL

- ▶ Requests should be submitted well before the activity is planned to begin
 - ▶ Recommend submitting requests at least 6 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:
 - ▶ APM 025: <https://academicaffairs.ucdavis.edu/resources-and-training>
 - ▶ APM 671: <https://academicaffairs.ucdavis.edu/apm-671-resources-faqs>



OTHER CATEGORIES

- ▶ **Category II – typically shorter-term outside professional activities that are outside the course and scope of UC employment. Lesser potential for conflict of commitment than Category I. REQUIRE DISCLOSURE IN ANNUAL REPORTING, NO PRIOR APPROVAL.**
 - ▶ **Examples: Additional University-compensated teaching (UNEX), other continuing education programs run by UC and self supporting degree programs; consulting or testifying as an expert or professional witness; providing outside consulting services or engaging in professional practice as an individual or through single member professional corporation or sole proprietorship.**



OTHER CATEGORIES

- ▶ **Category III – within the course and scope of UC employment, unlikely to raise conflict of commitment issues. NOT INCLUDED IN ANNUAL REPORTING*, NO PRIOR APPROVAL.**
 - ▶ **Examples: Serving on govt/professional panels/committees or as an officer or board member of a professional/scholarly society; reviewing manuscripts/editorial; attending/presenting talks at univ/academic colloquia/conferences; developing scholarly/creative works; accepting honoraria for scholarly outreach work; receiving prizes as defined as gifts in recognition of personal achievement and not for services.**

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



CASE STUDY – Part 1

As Department Chair, one of your academic year faculty sends you an email sharing that they are planning to do some “work” for an international university over the summer.

What are some things to consider? How would you respond?



CASE STUDY – Part 2

The same academic year faculty member who is doing the work with an international university over the summer reminds you that they are starting their sabbatical leave this fall. They added that some of the summer “work” may spill into the fall, but shouldn’t be an issue since they are on sabbatical.

What are some things to consider? How would you respond?



POLL #4

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

True

False



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

Managing Intellectual Property (IP) and Conflict of Interest (COI) Issues

- ▶ A number of Category I activities require consultation with the Office of Research.
- ▶ The Office of Research (OOR) has a number of resources to support the cooperation of research that is consistent with the university's mission of teaching, research and public service. UC Davis encourages research collaborations and engagement with industry that contribute to the overall university teaching and public service mission.
- ▶ These areas consist of: Principles for Industry-University Agreements, Intellectual Property, Transferring Technology, Transferring Research Materials, Compliance, Consulting for Industry, Faculty Responsibility to Students, Confidentiality, Starting a Company, Procuring Services, and additional resources.
- ▶ When OPA relates to the above areas, UC Davis requires that the faculty member confirm that they have engaged with OOR concerning these matters as part of their request for prior approval of Category I activities.
- ▶ See this page: <https://research.ucdavis.edu/industry/for-researchers/>

IP & OPA

Contact InnovationAccess when...

- ▶ UC Davis requires that faculty, as part of their Category I prior approval requests, confirm they have engaged with OOR concerning IP matters.
- ▶ Faculty must contact InnovationAccess, via email (innovationaccess@ucdavis.edu), about their OPA when involved with...
 - ▶ a startup company,
 - ▶ a founder/co-founder of a company,
 - ▶ commercial implementation of research data,
 - ▶ know-how,
 - ▶ inventions,
 - ▶ teaching/working at a foreign institution,
 - ▶ or materials developed at UCD; or
 - ▶ The activity will potentially involve use of research, data, know-how, inventions, or materials associated with any UCD-managed grants or contracts.

COI & OPA

Contact Research Compliance and Integrity when...

- ▶ UC Davis requires that faculty, as part of their Category I prior approval requests, confirm they have engaged with OOR concerning COI matters.
- ▶ Faculty must contact Denise Ehlen, Associate Vice Chancellor, Research Compliance and Integrity, via email (dmehlen@ucdavis.edu), about their OPA when...
 - ▶ involved with a startup company, a founder/co-founder of a company; or
 - ▶ they have any outside financial interests;
 - ▶ Working with foreign institutions, or
 - ▶ they have any active grants where they are a PI or CO-PI.



POLL #5

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

True

False

ANNUAL REPORTING

- ▶ Annual reports are generally due each November of the fall quarter. (This year's call for annual reports will go out mid-to-late September.)
 - ▶ HSCP/APM 671 faculty have additional reporting requirements. Please consult with Assistant Dean Seifert.
- ▶ These reports are reviewed and approved by the department and the dean.
- ▶ Even if there was no engagement in outside activities, a report is still required attesting to this point.
- ▶ Not submitting an annual (and accurate) report could result in a violation of University policy.



POLL #6



Key reminders about OPA

- ▶ **Get approval WELL BEFORE engaging in Category I activities. (The approval process can take some time as they route all the way to the Provost for final approval.)**
- ▶ **As chairs, you have the approval authority to allow students to work with faculty in OPA. You CAN say no.**
- ▶ **Remind faculty to consult with the Office of Research as required and outlined in previous slides.**
- ▶ **Remind faculty to complete and submit the required annual report even if they didn't engage in outside activities.**



QUESTIONS/DISCUSSION