

Recommendations to the University of Arkansas Faculty Senate from the Ad-Hoc Committee on Outside Employment

Members: Bret Schulte, Journalism and Strategic Communication; Susan Kane Patton, Nursing; Kimberley Furlong, Architecture and Design; Morten Jensen, Biomedical Engineering; John Walch, Theatre.

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After careful review of the proposed Conflict of Interest forms presented to the University of Arkansas Faculty Senate, the Ad-Hoc Committee on Outside Employment makes the following recommendations:

- Because outside work and service performed by UA employees typically serves the land-grant mission of the University of Arkansas and provides the benefit of real-world application of their expertise, the University is best served by encouraging the practice and eliminating barriers.
- Conflict of Interest forms should be re-cast as faculty disclosure forms to eliminate the appearance or presumption of potential wrongdoing on behalf of faculty.
- Disclosure of potential conflict of interests should be integrated into existing disclosure practices and platforms, namely the mandatory annual resume updates on Digital Measures or similar software.
- Pre-approval of outside employment, as required by BoT policy [450.1](#), should likewise be integrated into the annual resume update process.
- Because many outside employment/service opportunities must be fulfilled before approval can reasonably be obtained – such as emergency demands for nursing services – pre-approval should be assessed annually based on what the UA employee reports as expectations for the upcoming year, such as, “As in years past I expect to be periodically called into work at the Intensive Care Unit at Washington Regional Hospital.”
- To encourage full disclosure, the processes of pre-approval and reporting of activities completed should be simplified and distilled into the annual disclosure process, such as:
 - UA employees who anticipate outside employment/service for the upcoming year should check the appropriate box and provide a narrative of expected work and estimated income.
 - UA employees who performed outside employment/service in the subsequent year should check the appropriate box and provide a narrative of the work performed. If necessary, the faculty member may then disclose what outside revenue was earned.