**Appendix B: Disclosure of Outside Employment**

**University of Arkansas**

Outside commitments and consulting activities by University employees is one of the ways in which University employees contribute to the institution’s Land Grant mission and the dissemination of knowledge and skills to the state of Arkansas and the world.

The University recognizes that a limited amount of outside work for private compensation may be advantageous to all concerned. Such persons are therefore encouraged to engage in outside employment which will affirmatively contribute to their professional advancement or correlate usefully with their University work. This employment shall not interfere in any substantial way with the employee's University duties nor conflict with his/her University assignments.

This form implements the University of Arkansas Board of Trustees Policies on outside employment ([450.1](https://www.uasys.edu/wp-content/uploads/sites/16/2018/04/450.1-Outside-Employment-Concurrent-Emplmt.pdf)), conflict of interest ([330.1](https://www.uasys.edu/board-policy/330-1/)), patents and copyrights ([210.1](https://www.uasys.edu/wp-content/uploads/sites/16/2019/08/BP-210.1-Patent-and-Copyright-Policy-8.21.19.pdf)), and related provisions in the campus faculty disclosure policy ([404.0](https://vcfa.uark.edu/fayetteville-policies-procedures/vprs/4040.php)). The form also assists the University in ensuring compliance with certain federal requirements.

Faculty who expect to engage in outside employment should obtain written approval from department head and/or dean at or near the start of the calendar year for prior approval. Each dean or similar officer shall keep records on outside employment by personnel in his/her college or administrative unit and shall prepare an annual report at or near the end of the calendar year including details on what outside employment actually occurred during said calendar year, as submitted by faculty and staff via existing disclosure systems, such as Digital Measures. The report should include actual time spent during the reporting period. Such records shall be reviewed periodically by the appropriate administrators and shall be submitted to the Chancellor, Vice President for Agriculture, or chief executive officer for the unit (or a designee who is a senior administrator) by September 30 of each year or nearest feasible date.

Full-time employees (30-hours per week or more) faculty, and non-classified administrative staff members, should seek prior approval if the outside employment: 1) involves an appointment with another institution, 2) pertains to University Research as defined under Board of Trustees Policy 210.1, 3) otherwise relates to the faculty member’s expertise or responsibilities as a University of Arkansas employee, or 4) involves any direct compensation by a foreign entity. Response to approval requests must be returned expeditiously in order for the faculty member to engage in said employment. In order to avoid delays or lost opportunities, full-time employees may initiate outside work while the review is in process -- with the understanding that any such work could be terminated upon university review.

Outside employment activities for previous year must be disclosed for review, even if prior approval had not been sought or provided. Ongoing professional work and contracts require annual disclosure.

*Note: this requirement includes outside employment for all covered employees during University breaks and holidays.* ***Summer employment for 9-month faculty must be disclosed*** *through the Conflict of Interest disclosure process if the summer employment 1) involves an appointment with another academic institution, 2) pertains to University Research as defined under Board of Trustees Policy 210.1, 3) otherwise relates to the faculty member’s responsibilities as a University of Arkansas employee, or 4) involves direct compensation by a foreign entity.*

Outside employment resulting in compensation over $5,000 requires prior written approval, and includes consulting, teaching, compensatedspeaking engagements or other appointments, or compensated service as an officer, manager, director/board member, or shareholder/owner of a company or organization unaffiliated with the University. Response to approval requests must be returned expeditiously in order for the faculty member to engage in said employment. In order to avoid delays or lost opportunities, full-time employees may initiate outside work while the review is in process -- with the understanding that any such work could be terminated upon completion of the review.

This also includes foreign talent recruitment or foreign research funding arrangements, even if personal compensation for the employee is not included. Peer review activities for U.S. federal or state governmental agencies and domestic institutions that do not entail compensation over $5,000 including reimbursement for expenses and/or a nominal honorarium are excluded.

I disclose outside employment as follows:

Beginning Date: Ending Date:

Estimate of average hours per week spent over the period: hrs/wk

Note: faculty on 9- and 12-month appointments may be permitted to commit time to an outside commitment, provided they are meeting their University obligations. 12-month faculty may also commit time during the summer semester. Staff members must limit their consulting activities to non-work hours or use personal leave.

In the space below or in an attached explanation include: name and address of employer or contracting entity; source and type of compensation; specific explanation of the nature of the employment, role or position, location, schedule, how assigned University responsibilities will be covered during any absence; and whether or not the use of University facilities, property, or personnel are requested. For employees conducting federally funded research or engaged in outside employment/contracting with a foreign source, estimated, approximate amount (specific figure or [range](https://grants.nih.gov/grants/policy/coi/fcoi_web-based_tutorial.pdf)) of compensation must be listed.

Attach additional page(s) if needed.

What is the expected benefit of the outside employment to your professional development and to the University?

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*NOTE:* ***When outside employment is disclosed, the employee must also submit Appendix D,*** *Employee Disclosure of Outside Employment and Service*

*The information disclosed to the University may be subject to public disclosure.* ***To request that specific information be reviewed to determine if it is exempt from public disclosure, attach all the information required by Section 11.3 of the campus Faculty Disclosures of Outside Activity form (404.0****).* **In signing this form, I** **acknowledge that all information not determined to be exempt may be released by the University upon public request, without further notice**.

In signing this form, **I certify** **that all information furnished is true, accurate, and complete**, and understand that I will submit a new form each year if I seek to continue such outside employment.

Further, for any external consulting, appointment, or business activity, **I certify that all requirements of Board Policy 210.1 have been satisfied** (see excerpt below).

Signature: Choose a building block.

Date:

Name (Print or Type):

Title/Position:

Department/Unit:

Workday ID#:

Note: This is a seven-digit number; it is not the number on your UARK ID Card.

# Approvals (Signature certifies 1) that the faculty or staff member is fully and successfully meeting their assigned duties to the University, 2) that this form has been reviewed, 3) that the proposed outside employment appears to be consistent with applicable University policies, and 4) that the employment has not interfered with the employee’s University obligations.) Approval may be withdrawn in the event that the above conditions are not satisfied.

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*Department Chair or Unit Head*

Approved  Disapproved

Further review or conditions required (specify): Choose a building block.

Name of Department Chair or Unit Head: Choose a building block.

Signature: Choose a building block. Date: Choose a building block.

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*Dean or Unit Head Supervisor*

Approved  Disapproved

Further review or conditions required (specify): Choose a building block.

Name of Dean or Unit Head Supervisor: Choose a building block.

Signature: Choose a building block. Date: Choose a building block.

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*Vice Chancellor for Economic Development (if referred due to intellectual property concerns)*

Approved  Disapproved

Further review or conditions required (specify): Choose a building block.

Name of Vice Chancellor for Economic Development (or designee): Choose a building block.

Signature: Choose a building block. Date: Choose a building block.

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*Vice Chancellor for Research and Innovation*

Approved  Disapproved

Further review or conditions required (specify):

Name of Vice Chancellor for Research and Innovation (or designee): Choose a building block.

Signature: Choose a building block. Date: Choose a building block.

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***Provost***

**(Approval required for all full-time faculty teaching, conducting research/creative activity, or other appointment at another institution).**

Approved  Disapproved

Further review or conditions required (specify): Choose a building block.

Name of Provost (or designee): Choose a building block.

Signature: Choose a building block. Date: Choose a building block.

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Copies of all outside employment forms approved by the Department Chair/Unit Head and Dean shall be forwarded to the Vice Chancellor for Research and Innovation (VCRI) and the Vice Chancellor for Economic Development (VCED) (as necessary), or their respective designees, for review and processing. The VCRI or VCED may require further review (including, but not limited to, review by the Conflict of Interest & Commitment Review Committee) or require additional conditions for approval of outside employment arrangements tentatively approved at the college or school level in light of applicable policies or statutory/regulatory requirements and in the best interests of the University. If Provost approval is required, the VCRI shall forward the form to the Provost. Upon final action, please furnish completed copy furnished to employee, Dean, Department/Unit Head, VCED, and Research Compliance.

*Board Policy 210.1, Patent and Copyright Policy, excerpt:*

I.D.2. External Consulting Agreements. Pursuant to this policy and Board Policies 330.1 and 450.1, together with any and all campus faculty disclosure policies, persons employed, compensated, or appointed by the University may engage in external consulting work or business activities upon the following conditions:

* 1. Employees engaged in external consulting work or business are responsible for ensuring that agreements emanating from such work are not in conflict with this policy or with contractual commitments of and to the University, including teaching and research obligations.
  2. Such employees should provide affirmative notice to the other parties to such agreements, informing them of the obligations of the employees to the University and the possible applicability of this policy to such agreements. In addition, it is recommended that any Consulting Agreement contain the following sentence: “Nothing in this Agreement shall be construed to restrict or hinder the Consultant’s ability to conduct current or future research or teaching assignments with the University.” In the event of a conflict between the Consulting Agreement and this Board of Trustees Policy 210.1, the terms of this policy shall control.
  3. The intellectual property developed or created by such employee under a Consulting Agreement shall not be an Invention subject to this policy and may be owned by the employee or the company or organization for whom the employee consults provided the employee:

(1) obtains campus authorization prior to starting the consulting or business activity;  
(2) abides by all applicable Faculty Disclosure, Conflict of Interest and Conflict of Commitment policies; and

(3) develops or creates such intellectual property without the use of (a) facilities owned, operated, or controlled by the University, (b) a pre-existing Invention owned by the University, or (c) University Research.

* 1. **It is the responsibility of the employee to ensure and establish that the intellectual property developed or created pursuant to a Consulting Agreement satisfies the conditions of the preceding Section I.D.2.c.**  (Emphasis added.)

Updated 9/14/2020