

June 4, 2013
University Proposal – Article 36
Tentative Agreement

For AAUP: _____ Date: _____

For the University: _____ Date: _____

Article 36. OUTSIDE EMPLOYMENT

Teaching and research are the primary functions of the University and are nourished by efficient and imaginative administration. Service to the community and nation is an inherent obligation. These four—teaching, research, administration, and public service—are essential features of academic life and make comparable demands on ability and devotion.

The contributions of a faculty member are not, however, measured solely by activities directly related to University programs. The objectives of the University are served, and its programs enriched, by the active participation of its faculty members in outside activities which contribute to the advancement of the faculty member's profession or provide an opportunity for professional growth through interaction with industry, business, government, and other institutions of our society.

The University recognizes contributions and achievements, not only by appropriate salary advancement and promotion, but also by permitting faculty members substantial freedom in arranging their academic lives. This freedom is, however, subject to an overriding principle:

The potential magnitude of outside professional activity is such that orderly procedures must be followed to avoid ethical and legal conflicts of interest and to ensure that such activities do not conflict with the proper discharge of University responsibilities.

The Office of Graduate Studies publishes the "Guidelines for Avoiding Conflict of Interest between the University Faculty and the Private Sector." These guidelines are hereby referenced in this Agreement and therefore are to be considered a part of this Agreement. Outside employment is subject to the University's Policy on Outside Employment, which can be found on the Office of General Counsel's webpage.

THE UNIVERSITY RESERVES THE RIGHT TO ADD TO, DELETE FROM, CHANGE OR MODIFY ANYTHING IN THIS PROPOSAL UNTIL AGREED TO BY THE UNION. THIS PROPOSAL DOES NOT COVER ANY CONTRACTUAL PROVISIONS OTHER THAN THOSE SPECIFICALLY IDENTIFIED HEREIN AND THE UNIVERSITY RESERVES THE RIGHT TO MAKE PROPOSALS CONCERNING ALL OTHER CONTRACTUAL PROVISIONS.