

To: UFC

From: Alex Tanford, Chair of Policy Review Committee

Date: April 2, 2020

Re: ACA-35, Outside Activities and Extra Compensation for Academic Appointees

A. The UFC Policy Review Committee has reviewed ACA-35, Outside Activities and Extra Compensation for Academic Appointees, and finds:

1. This document was never a policy enacted by or approved by the UFC. It was an administrative practice that dates from 1966
2. The first three paragraphs on outside commitments have been superseded by UA-17, the university's comprehensive policy on conflicts of interest and commitment.
3. The final three paragraphs on the accounting of outside grant funding have been superseded by a series of policies from the Office of the Vice-President for Research, notably SPA-11-026 on the relationship between base salary and grant funding. Those paragraphs also purport to instruct the university about how outside compensation is budgeted and accounted for administratively, which is beyond the constitutional jurisdiction of the UFC, so the rescision of the policy should not be interpreted as a substantive comment on the text.

B. The policy update proposal has been circulated for comment. The recommended rescision of ACA-35 has been developed in consultation with the university chief policy officer, presented to the University Policy Advisory Council, reviewed by the OVPR and circulated to relevant administrators on all campuses.

C. The Committee moves that the UFC take the following action:

Rescind ACA-35, Outside Activities and Extra Compensation for Academic Appointees

D. The text of ACA-35 is:

Scope

All full-time Indiana University faculty.

Policy Statement

The policy here outlined is understood as applying only to full-time academic members when they are on the payroll.

The total amount of time devoted to outside work by an individual faculty member shall not exceed an average of one day a week during the period on the payroll. A faculty member may engage in such outside research and consulting activities only provided the nature of the activity is compatible with the broad objectives of the University and will enhance his or her effectiveness as a teacher and scholar. In all cases departmental duties and one's obligations to

the University must take priority over any outside commitments of an income-producing character.

A faculty member's compliance with the general rules regarding time devoted to outside activities for which there is compensation shall be the joint responsibility of the individual faculty member, the departmental chairperson, and the dean or director of the division.

To insure accountability and control of all funds expended by the University, outside funds will not be commingled with the General Fund. It is understood that projects, which are supported by contracts or grants and in which it is expected that full-time faculty members may be asked to participate, will be established in accounts other than the General Fund and must be under full control of the University.

No payment in addition to his/her budgeted salary may be made to an individual faculty member from the General Fund except for programs traditionally accepted and approved, such as extension teaching.

Faculty members devoting part-time to projects supported by contracts and grants will receive General Fund salary support only for that portion of their time devoted to regular University programs of instruction and research. In no case will the total salary components from General Fund and contract or grant sources exceed 100% of the faculty member's normal, budgeted salary rate.

E. UA-17 provides:

4. Academic appointees may engage in outside professional activities, provided that these activities do not constitute a conflict of commitment and comply with all other applicable university policies.
5. Full-time tenure-track academic appointees shall be permitted to spend, on average, one non-weekend day each week, not including official university holidays, during the period of appointment on outside professional activities.