

Engaging in Outside Professional Activities --AD77

College of Earth and Mineral Sciences

APPLIES TO: This College addendum to Penn State Policy AD77 applies to all faculty in the College of Earth and Mineral Sciences.

BACKGROUND: The AD77 policy addresses conflict of commitment in the professional activities of faculty. While much of the policy restates and integrates existing policy on conflicts of interest and consulting, there is a new prohibition:

University employees are prohibited from teaching at another institution in a manner inconsistent with their College's Guidelines for the Implementation of AD77 unless prior written approval is obtained from the Budget Administrator and Budget Executive. Courses (resident or online) taught at another institution must not compete with coursework offered by the University. For purposes of this Policy, there is no distinction between resident or online teaching....

The University reserves the right to determine whether outside activities adversely affect the University mission. This provision applies throughout the calendar year, irrespective of the actual appointment period and subject to the discretion of the University....

Each College/Unit must promulgate its own set of Guidelines for the implementation of AD77. (Italicized text is quoted from AD77).

EMS SPECIFICS: AD77 asks colleges to note activities that need no prior permission and those that do.

No prior permission: Given the nature of these activities, and the limited likelihood that they will result in a conflict of commitment, the following activities do not require pre-approval by the department head and dean:

- Giving a seminar, guest lecturer, series of seminars or workshop at another institution for a week or less;
- Serving on a doctoral or master's committee at another institution;
- Activities such as the above when compensation is only for travel expenses and perhaps a small honorarium (\$5,000 or less).

Activities requiring pre-approval (before contract is signed or specific arrangements are made): Other activities may require more time, create the possibility for competition with Penn State offerings, or involve intellectual property ownership, increasing the possibility for a conflict of commitment. Given an increased possibility of a conflict of commitment, activities of the following types require pre-approval by the department head/institute director and dean:

- Teaching or research appointments (even short) at another institution that include intellectual property agreements;
- Teaching a semester-long course for credit during the academic year at another institution, domestic or international (likely to not be approved unless the faculty member is on unpaid leave or it is part of an approved sabbatical plan);

- Tenure line faculty teaching a summer credit course at another institution;
- Summer teaching by teaching faculty at another institution (likely to be approved if it doesn't interfere with teaching obligations at Penn State);
- Teaching by Part-Time Academic faculty at another institution (likely to be approved if it doesn't interfere with teaching obligations at Penn State);
- Chairing Ph.D. committees at another institution, domestic or international;
- Holding a professional appointment at another institution, domestic or international;

Activities not approved: The following academic activities will not be approved:

- Tenure at another institution of higher education (except of course for a faculty member who holds a visiting rank here).
- Teaching at a for-profit academic institutions.

REFERENCES:

Policy AD77 Engaging in Outside Professional Activities (Conflict of Commitment)

<https://policy.psu.edu/policies/ad77>

Policy AC64 Academic Freedom

<https://policy.psu.edu/policies/ac64>

GUIDELINES ADOPTED: October 15, 2019 Executive Council