UWM FACULTY SENATE

Committee on Conflicting Activities

I. Report to Senate

1. Following the directive of the Senate, the committee studied Chapter 5C and the UWM Faculty Document 685A; solicited the views of representatives of students, faculty and administrators; held an open meeting, on March 15, 1972, at which several such views were presented by members of the three areas of the academic community; received written statements and other pertinent documents; and, having considered all of the above, formulated a statement of clarification on Chapter 5C which we submit to the Senate for its consideration.

2. In our view, there are on this campus at present no serious problems connected with the implementation of 5C, whether from over-zealous enforcement, from gross abuse, or from confusion and misunderstanding about the purpose of the chapter. However, fuller implementation of the urban mission, expansion of the professional schools, and reorganization of University Extension could very well create circumstances in which the bare language of 5C would be of little guidance to faculty, and their legitimate mission-oriented activities might be misinterpreted by the Legislature or the community at large.

3. Our statement of clarification, therefore, will serve as an explanation of the special opportunities for public service that arise in an urban university, an encouragement to the academic staff to participate freely and openly in such service, a practical guide for all concerning the questions of excessive outside commitments or conflict of interest, and an assurance to the public that its interests are not jeopardized but on the contrary are ably served through the application of professional and academic skills to public problems.

II. Amplification of Chapter 5C

1. The academic staff of the University of Wisconsin-Milwaukee, faculty, administrators and non-teaching staff alike, sharing the responsibility as members of an urban university of participating in public service activities, making use of their special knowledge wherever possible for the public good. The benefits of such service to both the individual and the community are obvious and need not be stressed here. Problems may arise when the individual becomes involved in outside activities to such an extent that his obligations to the University are not met fully or when the nature of those activities may lead to a conflict of interest between the two commitments. Problems may also arise when university regulations are stated in too narrow terms or interpreted too rigidly, so that academic staff members may be discouraged from engaging in worthwhile activities or may be reluctant to accept or continue employment in the university.

2. Chapter 5C: Conflicting Activities (of Laws and Regulations Governing the University of Wisconsin) stands as the statement of university policy on all matters relating to the regulation of outside activities that require consultation with and approval by officials of the university, outlining methods of reporting these activities and avenues for appeal. Nothing in the present document shall be construed as a substitution for the language of Chapter 5C but only as a set of more detailed guidelines for the assistance of academic staff at UWM.
3. 5C.01: Reporting of Substantial Outside Activities. Although this paragraph requires the reporting of certain types of "gainful" employment, one should seriously consider reporting any activity which will demand a heavy investment in time and energy or which might lead to interference with one's teaching schedule, research obligations, or committee service, or render difficult normal office hours for contact with students. Reference may be made to the norms being established by the UWM Faculty Senate in Faculty Document 723: Principles in the Standardization of Faculty Work Loads, in determining whether or not the outside activity being reported does in fact interfere with contractual obligations to the university. A safe guide might be that any activity that requires the equivalent of more than one full day per normal work week during a semester should be reported. The "nature and scope" of the activity to be reported should include:

a) kind of activity (ies) to be engaged in, and estimated hours per week;

b) name of employer (s), if gainful activity;

c) duration of commitment to activity (ies);

d) statement (with concurrence of departmental chairman or other supervising official) that activities will in no way impair the contributions of the individual to the department and University.

4. 5C.02: Approval Assumed: Consultation with Chancellor. Approval of such activities may be assumed unless the staff member is advised to the contrary in writing within two weeks from the time the report is submitted to the dean or other supervising official. A denial of approval should be accompanied by a statement of reasons for the decision and an invitation to the staff member to submit further supporting arguments. Denial should normally be based on one of these lines of thought: a) there is reason to believe that the activity (ies) will in practice involve far greater time and effort than what is claimed, or that there is reason to believe that the activity (ies) will in fact impair the individual's contributions; or b) the nature of the proposed activity(ies) is likely to lead to a conflict of interest with the individual's obligations to the University, or may lead to allegations of bias in his research or teaching. Every opportunity should be given to the individual whose request is denied to present supporting documentation to the denying agency before any resort to appeal is initiated.

5. 5C.03: Right of Appeal. If an academic staff member's outside activities are not approved, even after further supporting evidence is presented, then he should consider several avenues of appeal. The channels for appeal through the university administration are outlined in 5C.03.

If the faculty member feels that denial of approval for the proposed outside activity reflects adversely on his professional status or reputation, he may wish to appeal the decision to the University Committee-Milwaukee.

6. 5C.04 through 5C.09 deal with specific problems and need no additional comment.

Ad Hoc Committee on Conflicting Activities

Verne Cutler
Richard Dittman
Roy Francis
Elizabeth Krueger
Oliver Myers, Chairman
Herman Weil