

2116 outside activities, are prohibited. Employees are responsible for resolving such conflicts of interest,
2117 working in conjunction with their supervisors and other University officials. Any proposed outside activity
2118 which could, or an existing outside activity which does, result in an employee being engaged for an
2119 extensive amount of time or which results in the employee being unavailable to perform fully any
2120 educational, clinical, or administrative functions due to the time proposed for the outside activity may be
2121 deemed to be engaged in a prohibited conflict of commitment to the primary duties for the University.
2122

2123 19.4 Report of Outside Activity.

2124 A. An employee who proposes to engage in any compensated or uncompensated outside
2125 activity which the employee should reasonably conclude may create a conflict of interest, or in any
2126 outside ~~compensated~~ professional activity, shall report to the employee's supervisor, in writing, the details
2127 of such proposed activity prior to engaging therein.

2128 B. The report, as described in Article 19.4(A) shall include where applicable, the name of the
2129 employer or other recipient of services; the funding source; the location where such activity shall be
2130 performed; the nature and extent of the activity; and any intended use of university facilities, equipment,
2131 or services.

2132 C. A new report shall be submitted for outside activity previously reported at:

2133 (1) the beginning of each academic year for outside activity of a continuing nature; and

2134 (2) such time as there is a significant change in an activity (nature, extent, funding, etc.)

2135 D. ~~The reporting provisions of this section shall not apply to activities performed wholly~~
2136 ~~during a period in which the employee has no appointment with the University. The reporting provisions of~~
2137 ~~this section shall also apply to activities performed when the employee is, for whatever time period, not~~
2138 ~~receiving compensation from the University, such as when a 9-month faculty member engages in outside~~
2139 ~~activities during summer. Failure to report an outside activity may result in disciplinary action as provided~~
2140 ~~in Section 1012.977, Florida Statutes.~~

2141 E. Any outside activity which falls under the provisions of this Article and in which the
2142 employee is currently engaged but has not previously reported, shall be reported within sixty (60) days
2143 of the execution of this Agreement and shall conform to the provisions of this Article.
2144

2145 19.5 Grievance Procedure.

2146
2147 A. In the event the proposed outside activity is determined to constitute a conflict of
2148 interest, and the employee disagrees with that determination, the employee may file a grievance
2149 under the grievance procedure contained in Article 20, Grievance Procedure and Arbitration.

2150 B. The employee may engage in such outside activity pending a resolution of the matter
2151 pursuant to Article 19.5(A) above.

2152 C. If the resolution of the matter is that there is a conflict of interest, the employee shall
2153 cease such activity immediately and may be required to turn over to the University all or part of
2154 compensation earned therefrom.
2155

2156 19.6 Use of University Resources. An employee engaging in any outside activity shall not use the
2157 facilities, equipment, or services of the University in connection with such outside activity without prior
2158 approval of the President or representative. Approval for the use of university facilities, equipment, or
2159 services shall be requested on a university form designated for that purpose and may be conditioned
2160 upon reimbursement for the use thereof.
2161

2162 19.7 No University Affiliation. An employee engaging in outside activity shall take reasonable
2163 precautions to ensure that the outside employer or other recipient of services understands that the
2164 employee is engaging in such outside activity as a private citizen and not as an employee, agent, or
2165 spokesperson of the University.
2166
2167