Incompatible Activities

(Senate: 5/6/65, 2/26/85, 2/28/89, 6/2/15; President: 5/27/65; 3/22/85; 8/31/89, 10/13/15; Editorial Amendment: 9/00, 8/01)

A faculty member must not engage in incompatible activities, which are defined below. Engagement in such activities shall be regarded as unprofessional conduct:

1. Activities which are pursued chiefly for economic value are not specifically prohibited but are nevertheless discouraged, except as such activities are involved in the management of private affairs. The discretion and judgment of appropriate department/division/school committees and department/division chairs or school directors shall prevail on these points, subject to review as provided below. In addition, a faculty member must not engage in any outside activity in which there is a conflict of interest with primary responsibilities as a university professor.

2. Other activities are incompatible only when conducted excessively, as defined below. Activities such as part-time teaching at other NON-CSU institutions, consultation or research performed outside the University, the sale of creative efforts, and public lecturing are examples. Faculty members must not engage in outside activities of any kind to the extent that these conflict with their primary obligations to the University by affecting their performance adversely.

It shall be the responsibility of the appropriate department/division/school committee and the department/division chair or school director to assure that all faculty members meet their responsibilities to the University as outlined above.

All faculty members appointed full-time at the University shall be required to provide a written statement to the appropriate administrator of all outside employment, where such outside employment is expected to amount to more than one hundred sixty (160) hours per semester for faculty holding academic year or ten (10) month appointments; one hundred ten (110) hours per quarter for faculty holding academic year or ten (10) month appointments; or one hundred twenty (120) hours per three (3) month period for faculty holding twelve (12) month appointments.

Interpretation of "an excess level of outside activity" will be operational, defined as "that level of activity which conflicts with a faculty member's obligation to the University by affecting performance adversely." Inquiries in writing regarding the nature or level of a faculty member's activities may be directed to the department/division/school committee and department/division chair or school director by the dean of the college, the college Faculty Affairs Committee, or the President.

Any faculty member whose outside activities are considered incompatible by that faculty member's department/division/school will be apprised orally of this judgment by the department/division chair or school director so that the individual may take appropriate remedial action. If such action is not taken by the faculty member after a reasonable period
of time, it is the obligation of the department/division/school committee and
department/division chair or school director to initiate proceedings according to the policy
then in force for the handling of cases involving unprofessional conduct.

The above statements are an interpretation of the state policy concerning activities which
are inconsistent, incompatible, or in conflict with duties as an employee of the State of
California. The general statement concerning state policy follows. In protecting the integrity
of the California state service, the law includes standards of conduct with which state
officers and employees are expected to comply. Section 19990 of the Government Code
requires that: "A state officer or employee shall not engage in any employment,
activity, or enterprise which is clearly inconsistent, incompatible, in conflict with, or inimical
to his duties as a state officer or employee or with the duties, functions or responsibilities of
his appointing power or the agency by which he is employed.

"Each appointing power shall determine, subject to approval of the board, those activities
which, for employees under his jurisdiction, are inconsistent, incompatible or in conflict
with their duties as state officers or employees. Consideration shall be given to
employment, activity, or enterprise which:

a. involves the use for private gain or advantage of state time, facilities, equipment and
supplies; or the badge, uniform, prestige or influence of one's state office or
employment, or

b. involves receipt or acceptance by the officer or employee of any money or other
consideration from anyone other than the state for the performance of an act which
the officer or employee, if not performing such act, would be required or expected to
render in the regular course of hours of his state employment to render in the regular
course of hours of his state employment or as a part of his duties as a state officer or
employee, or

c. involves the performance of an act in other than his capacity as a state officer or
employee which act may later be subject directly or indirectly to the control,
inspection, review, audit or enforcement by such officer or employee or the agency
by which he is employed, or

d. involves such time demands as would render performance of his duties as a state
officer or employee less efficient.

“Each state officer and employee shall during his hours of duty as a state officer or
employee and subject to such other laws, rules or regulations as pertain thereto, devote his
full time, attention, and efforts to his state office of employment.”
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a. involves the use for private gain or advantage of state time, facilities, equipment and supplies; or the badge, uniform, prestige or influence of one's state office or employment, or  
b. involves receipt or acceptance by the officer or employee of any money or other consideration from anyone other than the state for the performance of an act which the officer or employee, if not performing such act, would be required or expected to render in the regular course of hours of his state employment to render in the regular course of hours of his state employment or as a part of his duties as a state officer or employee, or  
c. involves the performance of an act in other than his capacity as a state officer or employee which act may later be subject directly or indirectly to the control, inspection, review, audit or enforcement by such officer or employee or the agency by which he is employed, or  
d. involves such time demands as would render performance of his duties as a state officer or employee less efficient.

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