

**MORGAN STATE UNIVERSITY
POLICY ON PROFESSIONAL COMMITMENT OF FACULTY**

I. COMMITMENT TO THE INSTITUTION

A faculty member who accepts an appointment at Morgan State University makes a major professional commitment to the mission and goals of the institution and its students with the essential components of instruction; student direction and advisement; research; professional, public and institutional service; and administration. These vary in their relative distribution of time according to the particular talents and interests of the faculty member and the needs of the academic unit as determined by the department chair or other responsible administrator.

Consulting or professional services rendered within the University during an appointment period may not carry a stipend except with the advance approval of the President or his designee.

II. EXTERNAL COMMITMENTS

Professional consulting and other external professional activities, whether income-producing or not, may be undertaken only when it is assured that all responsibilities associated with the individual's position are fully satisfied and will continue to be met. The following standards (A and B, below) apply to all faculty members of Morgan State University:

A. Professional Consulting

1. Consulting or professional services which carry a stipend and are rendered to another State agency in Maryland require the advance approval of the President or designee.
2. A faculty member may not make substantial use of the physical resources of his or her institution in connection with consulting activities unless the institution is reimbursed in accordance with prior arrangements, or unless such reimbursement is waived by the President or designee.
3. A faculty member shall not convey endorsement by the University of the recommendations or results from his or her consulting activities and must include a statement in any document which reports the results or recommendations of the consulting activities that the contents of the reports or recommendations are not necessarily those of Morgan State University.

4. No individual shall enter into any agreement in the pursuit of consulting services which conflicts with the University's policies on intellectual property without the written waiver or consent of the President or designee.

B. Conflict of Interest and/or Commitment

Although external activities enhance the University, they also bring with them the potential for conflicts of interest and conflicts of commitment. A conflict of interest arises when the faculty member influences, or is in a position to influence, the institution's decisions for personal financial gain or benefit. A conflict of commitment situation arises when outside activities substantially interfere with the person's obligation to students, colleagues, or the institution.

1. It is recognized that some situations carry the potential for conflict, while not manifesting an actual conflict because of careful attention to ethics on the part of the faculty member and the institution. In instances where a conflict or appearance of conflict of interest may arise in the context of the State Ethics Law, an advisory opinion should be obtained from the State Ethics Commission.'
2. In situations which have the appearance of conflict, a faculty member must inform the department chair or other appropriate administrator, according to University procedures.

III. APPLICATION

- A. Nothing contained in this policy shall be construed as imposing any obligations on faculty members to the University beyond those required by law or contract, nor as adding any grounds for termination of a faculty appointment beyond those stipulated in the policies governing faculty appointments, ranks, and tenure, as approved by the Board of Regents.

The Maryland Public Ethics Law (Article 40A of the Maryland Annotated Code) provides that a State official or employee cannot be employed by, or have a financial interest in, any entity which is negotiating or has entered into a contract with the State agency or institution where he or she is employed. (Section 3-103(a)(1)(l.) The Maryland Public Ethics Law similarly bars a State official or employee from holding any other employment relationship which would impair the impartiality and the independence of judgment of an official or employee. (Section 3-103(a)(1)(ii) The Public Ethics Law defines "financial interests" as

- (1) ownership of any interest as a result of which the owner has received, over the past three years, or is presently receiving, or in the future is entitled to receive, more than \$1,000 per year, or
- (2) ownership, or the ownership of securities of any kind representing or convertible into ownership, of more than 3% of a business entity. (Section 1-201 (m).)

- B. Procedures shall be developed and published to implement this policy. Such procedures shall include provisions for regular reporting by faculty members to the institution on all outside professional consulting and external professional services, and any other external professional activities, whether income-producing or not.