



## **7150 – Faculty Outside Employment**

Columbia Gorge Community College encourages faculty members to engage in outside activities that advance the mission of the College with the expectation that those activities be proactively disclosed, when required by this policy and related procedure, if they would or could present a conflict of interest so they can be managed in a manner that protects integrity, ensures legal compliance, and promotes good stewardship of public resources. Faculty members must avoid outside activities that result in a conflict of commitment to their job duties.

Columbia Gorge Community College authorizes faculty members to receive outside compensation from private or public resources, including, but not limited to, income from:

- a) Consulting;
- b) Appearances and speeches;
- c) Intellectual property conceived, reduced to practice or originated and therefore owned within the community college;
- d) Providing services or other valuable consideration for a private corporation, individual or entity, whether paid in cash or in-kind, stock or other equity interest or anything of value regardless of whether there is a licensing agreement between the community college and the private entity; and
- e) Performing public duties paid by private organizations, including institution corporate affiliates, that augments a faculty member's publicly funded salary.

The Board of Education delegates authority to the President to develop standards governing faculty outside employment and activities consistent with current collective bargaining agreements, including disclosure of potential conflicts of interest as required by Oregon ethics law, and procedures for reporting and hearing potential or actual conflict of interest complaints. See also BP 2710.

### **Legal Reference(s):**

1. ORS 341.556