

31.05 External Employment and Expert Witness

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Policy Statement

The primary responsibility of employees of The Texas A&M University System (system) or any of its members is the accomplishment of the duties and responsibilities assigned to one's position of appointment. External consulting or other outside employment should not interfere with those duties and responsibilities.

Reason for Policy

External consulting or other outside employment should not prevent an employee from accomplishing employment duties and responsibilities.

Procedures and Responsibilities

1. Full-time employees are expected to devote their time to their assigned duties and responsibilities on a full-time basis. Permission to engage in external consulting or other outside employment may be granted in accordance with regulations and rules adopted by the system and the employing member as long as **all** of the following conditions are met:
 - (a) Permission to engage in the employment is requested and received prior to the time the employee accepts external employment;
 - (b) Activities related to the external employment are not reasonably expected to interfere with the regular work of the employee;
 - (c) The employee complies with all applicable laws and professional standards of conduct, including conflicts of interest standards;
 - (d) The employee certifies that research performed in connection with the external employment will be conducted in an objective and scientific manner and in accordance with the highest ethical standards of the employee's profession; and

- (e) The member uses an approval process for consulting or other outside employment related to a faculty member's field or discipline that is adopted in accordance with the regulation developed under Section 3.

Failure to comply with any of these conditions may result in withdrawal of permission to engage in external employment.

- 2. For purposes of this policy, activities which are traditionally compensated by payment of an honorarium are not external employment unless they are reasonably expected to require more than a minimal amount of the employee's time.
- 3. The chancellor shall develop a regulation that provides standards and guidelines for member approval processes for faculty consulting or other outside employment that ensures the appropriate preservation of any system and member rights that might exist in relation to intellectual property arising from consulting.

Related Statutes, Policies, or Requirements

[Tex. Gov't Code § 572.051](#)

[System Policy 07.01, Ethics](#)

[System Policy 07.03, Conflicts of Interest, Dual Office Holding and Political Activities](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

Office of General Counsel
(979) 458-6120