



NSHE Scholarly and Professional Outside Compensated Services Report

July 2021

Prepared by the Office of Academic
and Student Affairs

NSHE Leadership

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Nevada System of Higher Education
Scholarly and Professional Outside Compensated Services Report
July 2021

The *NSHE Scholarly and Professional Outside Compensated Services Report* is prepared annually in accordance with Board policy (*Title 4, Chapter 3, Section 9, Subsection 15* and *Title 4, Chapter 11, Section 12, Subsection 14* for the Desert Research Institute):

Each NSHE institution shall publish an annual report regarding compensated outside professional or scholarly service completed by its full-time faculty (aggregate data) and approved by the institution in accordance with the provisions of this section. This report will verify that all potential conflicts of interest have been reviewed and approved in accordance with the provisions of this section. A summary of these reports will be sent to the Board of Regents annually.

This report summarizes such services performed by full-time faculty members across NSHE, as reported by the institutions. A copy of the full policy is available under Appendix A.

UNLV

**NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Universities and Desert Research Institute
(Form Revised April 2014)**

Institution: UNLV
Reporting Period: January 1- December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (**columns 1-5**).
2. Report aggregated number of Conflict of Interest (COI) reports (**columns 6-8**).

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)					Conflict of Interest (COI)		
	1	2	3	4	5	6	7	8
	# of Faculty/Prostaff requesting SPOCS	Total # of Faculty/Prostaff	% of Faculty/Prostaff Requesting SPOCS	SPOCS Requests Reviewed at Level Higher than Supervisor	SPOCS Requests Approved with Management Plans	# Annual Disclosure Reports Submitted	% of Faculty/Prostaff Submitting Annual Disclosure	# of COI with Management Plans
Academic Success Center	2	25	8.00	1	0	25	100.00	0
Athletics, Division of	11	124	8.87	2	0	122	98.39	0
Business Affairs, Division of	5	131	3.82	2	0	131	100.00	0
Business School, Lee	19	107	17.76	8	1	107	100.00	0
Dental Medicine, School of	15	64	23.44	6	0	63	98.44	0
Economic Development, Office of	2	18	11.11	4	0	18	100.00	0
Education, College of	27	122	22.13	5	0	120	98.36	0
Educational Outreach, Division of	1	20	5.00	0	0	20	100.00	0
Engineering, Howard R. Hughes College of	15	106	14.15	8	0	103	97.17	0
Executive Vice President and Provost, Office of the	19	102	18.63	8	0	102	100.00	0
Fine Arts, College of	33	127	25.98	4	1	126	99.21	0
Graduate College	2	21	9.52	0	0	21	100.00	0
Honors College	5	19	26.32	2	0	19	100.00	0
Hospitality, William F. Harrah College of	14	64	21.88	6	0	64	100.00	0
Information Technology, Office of	3	98	3.06	1	1	98	100.00	0
Integrated Health Sciences, School of	18	62	29.03	4	0	62	100.00	0
Integrated Marketing & Branding, Division of	3	23	13.04	0	0	23	100.00	0
Law, William S. Boyd School of	26	69	37.68	23	1	69	100.00	0
Liberal Arts, College of	60	213	28.17	18	2	212	99.53	0
Libraries, Univesity	13	77	16.88	4	0	77	100.00	0
Medicine, UNLV School of	26	181	14.36	14	1	177	97.79	0
Nursing, School of	20	65	30.77	2	0	65	100.00	0
Philanthropy and Alumni Engagement, Division of	3	54	5.56	0	0	53	98.15	0
Police Services	0	6	0.00	0	0	6	100.00	0
President, Office of the	4	31	12.90	1	0	31	100.00	0
Public Health, School of	16	54	29.63	12	0	54	100.00	0
Research and Economic Development, Division of	6	52	11.54	5	0	52	100.00	0
Sciences, College of	26	210	12.38	6	1	207	98.57	1
Student Affairs, Division of	21	241	8.71	36	0	241	100.00	0
Urban Affairs, Greenspun College of	20	96	20.83	7	1	95	98.96	0
Total	435	2582	16.85%	189	9	2563	99.26%	1

* On a separate narrative, please describe in general the Conflicts of Interest (column 8) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

Administrative Unit	1 # of SPOCS Requests	Funding Sources (must equal column 1 figure)				
		Not Approved	Business	Academic Institution	Government	Other
Academic Success Center	3	0	1	2	0	0
Athletics, Division of	92	0	3	0	0	89
Business Affairs, Division of	6	0	4	2	0	0
Business School, Lee	44	0	30	13	1	0
Dental Medicine, School of	38	0	4	18	13	3

Economic Development, Office of	8	0	4	2	0	2
Education, College of	41	0	4	26	3	8
Educational Outreach, Division of	1	0	0	0	0	1
Engineering, Howard R. Hughes College of	34	0	3	13	7	11
Executive Vice President and Provost, Office of the	27	0	9	15	2	1
Fine Arts, College of	184	1	58	32	0	93
Graduate College	4	0	3	1	0	0
Honors College	7	0	0	7	0	0
Hospitality, William F. Harrah College of	28	1	7	19	1	0
Information Technology, Office of	6	0	2	2	0	2
Integrated Health Sciences, School of	37	0	3	33	0	1
Integrated Marketing & Branding, Division of	19	0	14	2	0	3
Law, William S. Boyd School of	66	0	13	42	2	9
Liberal Arts, College of	109	3	3	86	5	12
Libraries, Univesity	20	0	2	16	1	1
Medicine, UNLV School of	42	0	13	22	0	7
Nursing, School of	35	0	12	14	2	7
Philanthropy and Alumni Engagement, Division of	8	0	5	0	0	3
Police Services	0	0	0	0	0	0
President, Office of the	5	0	3	0	1	1
Public Health, School of	32	2	3	21	3	3
Research and Economic Development, Division of	8	0	2	3	1	2
Sciences, College of	48	2	8	24	12	2
Student Affairs, Division of	69	0	6	27	0	36
Urban Affairs, Greenspun College of	41	0	10	24	4	3
Total	1062	9	229	466	58	300

Definitions:

Conflict of Interest (COI): Conflict of Interest means any outside activity or interest that may adversely affect, compromise or be incompatible with the obligations of an employee to the institution.

Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DR: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

Reporting for the purposes of this form does not include outside activities specifically allowed in contracts of athletic department employees.

Results of Required Disclosures for the Scholarly and Professional Outside Compensated Services (SPOCS) Report

With the exception of pre-approved compensated outside activities, the employee's supervisor reviewed and approved requests for outside compensation. Both the employee and the employee's supervisor received an electronic copy of their completed 2020 annual disclosure.

1. Number of Faculty Requesting SPOCS: UNLV's data in this column reflect pre-approved compensated outside activities as well as requested and approved compensated outside activities.
2. Total Number of Faculty/Prostaff: This is a listing of the total number of faculty/staff by unit.
3. Percent of Faculty/Prostaff Requesting SPOCS: This is the percentage of individuals per unit who have requested compensated outside activities.
4. Number of SPOCS Requests Reviewed at a Level Higher than the Employee's Supervisor: In 2020, pre-approved SPOCS were not reviewed prior to engaging in the outside activity. All other SPOCS were reviewed at a level higher than the employee's supervisor (e.g., Dean or Director).
5. SPOCS Requests Approved with a Management Plan: This column reflects the number of SPOCS that were approved once a management plan was developed to modify the activity to prevent or address a conflict of interest. In 2020, there were 9 SPOCS that were approved with a management plan.
6. Number of Annual COI Disclosure Reports Submitted: Annual disclosures for 2020 were required of employees by the end of March.
7. Percentage of Faculty/Prostaff Submitting the Annual Disclosure: This column represents the percentage of completed COI reports per unit.
8. Number of COIs with a Management Plan: In 2020, one COI with a management plan was reported. The COI was related to sponsored research in the College of Sciences and the use of university resources. The management plan was carefully developed in consultation with the affected individual's immediate supervisor and the college dean in order to eliminate the conflict of interest and allow the individual to engage in the activity, which also provided various benefits to the institution in the form of business development, external collaboration, community outreach, and other opportunities. Through a management plan administrator, the issue is reviewed quarterly to ensure continued compliance with university, system, and federal regulations.

UNR

**NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Universities and Desert Research Institute
(Form Revised April 2014)**

Institution: University of Nevada, Reno
Reporting Period: January 1- December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (**columns 1-5**).
2. Report aggregated number of Conflict of Interest (COI) reports (**columns 6-8**).

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)					Conflict of Interest (COI)		
	1	2	3	4	5	6	7	8
	# of Faculty/Prostaff requesting SPOCS	Total # of Faculty/Prostaff	% of Faculty/Prostaff Requesting SPOCS	SPOCS Requests Reviewed at Level Higher than Supervisor	SPOCS Requests Approved with Management Plans	# Annual Disclosure Reports Submitted	% of Faculty/Prostaff Submitting Annual Disclosure	# of COI with Management Plans
<i>College of Ag, Biotechnology & Natural Resources</i>	8	171	5%	0	1	171	100.00%	2
<i>College of Business</i>	6	109	6%	0	0	109	100.00%	0
<i>College of Education</i>	5	86	6%	0	0	86	100.00%	0
<i>College of Engineering</i>	9	127	7%	0	0	127	100.00%	1
<i>College of Liberal Arts</i>	8	268	3%	0	0	268	100.00%	0
<i>College of Science</i>	23	266	9%	0	7	266	100.00%	9
<i>Division of Health Sciences</i>	1	1	100%	0	0	1	100.00%	0
<i>Extended Studies</i>	0	21	0%	0	0	21	100.00%	0
<i>Graduate School</i>	0	5	0%	0	0	5	100.00%	0
<i>Intercollegiate Athletics</i>	0	79	0%	0	0	79	100.00%	0
<i>Lawlor Events Center</i>	0	1	0%	0	0	1	100.00%	0
<i>Nevada Humanities</i>	3	4	75%	0	0	4	100.00%	0
<i>Office of the Provost</i>	0	37	0%	0	0	37	100.00%	0
<i>Orvis School of Nursing</i>	4	35	11%	0	0	35	100.00%	0
<i>President's Office</i>	0	39	0%	0	0	39	100.00%	0
<i>Research & Innovation</i>	3	71	4%	0	0	71	100.00%	1
<i>Schl of Community Health Sci</i>	14	163	9%	0	0	163	100.00%	0
<i>School of Journalism</i>	2	35	6%	0	0	35	100.00%	0
<i>School of Medicine</i>	23	292	8%	2	1	292	100.00%	9
<i>School of Social Work</i>	4	20	20%	2	0	20	100.00%	0
<i>University Libraries</i>	0	48	0%	0	0	48	100.00%	0
<i>VP Administration & Finance</i>	3	101	3%	0	0	101	100.00%	0
<i>VP Develop & Alumni Relations</i>	2	50	4%	0	0	50	100.00%	0
<i>VP Information Technology</i>	0	63	0%	0	0	63	100.00%	0
<i>VP Student Services</i>	4	154	3%	0	0	154	100.00%	0
	122	2246	5%	4	9	2246	100.00%	22

* On a separate narrative, please describe in general the Conflicts of Interest (column 8) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
		Not Approved	Business	Academic Institution	Government	Other
	# of SPOCS Requests					
<i>College of Ag, Biotechnology & Natural Resources</i>	10	0	7	2	0	1
<i>College of Business</i>	6	0	3	1	0	2
<i>College of Education</i>	6	0	2	3	0	1
<i>College of Engineering</i>	12	0	7	3	2	0
<i>College of Liberal Arts</i>	8	0	5	2	0	1

**NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Universities and Desert Research Institute**

(Form Revised April 2014)

<i>College of Science</i>	28	0	20	4	3	1
<i>Division of Health Sciences</i>	2	0	2	0	0	0
<i>Extended Studies</i>	0	0	0	0	0	0
<i>Graduate School</i>	0	0	0	0	0	0
<i>Intercollegiate Athletics</i>	0	0	0	0	0	0
<i>Lawlor Events Center</i>	0	0	0	0	0	0
<i>Nevada Humanities</i>	3	0	0	0	0	3
<i>Office of the Provost</i>	0	0	0	0	0	0
<i>Orvis School of Nursing</i>	5	0	5	0	0	0
<i>President's Office</i>	0	0	0	0	0	0
<i>Research & Innovation</i>	3	0	2	1	0	0
<i>Schl of Community Health Sci</i>	16	0	6	3	1	6
<i>School of Journalism</i>	2	0	1	0	0	1
<i>School of Medicine</i>	40	2	31	2	0	5
<i>School of Social Work</i>	5	2	2	1	0	0
<i>University Libraries</i>	0	0	0	0	0	0
<i>VP Administration & Finance</i>	3	0	3	0	0	0
<i>VP Develop & Alumni Relations</i>	2	0	0	1	0	1
<i>VP Information Technology</i>	0	0	0	0	0	0
<i>VP Student Services</i>	5	0	2	3	0	0
Total	156	4	98	26	6	22

Definitions:

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Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

Reporting for the purposes of this form does not include outside activities specifically allowed in contracts of athletic department employees.

NSHE Compensated Outside Professional and Scholarly Services Report - 2020
University of Nevada, Reno
Column 8 Narratives

Administrative Unit	External Business Type	Nature of COI	Resolution
College of Ag, Biotechnology & Natural Resources	Biopharmaceutical	Employee's company could benefit financially from his University research projects.	Management Plan
College of Ag, Biotechnology & Natural Resources	Consulting	Employee and a student that the employee supervises will both be working on projects for the same consulting company	Management Plan
College of Engineering	Consulting	Employee's consulting company could benefit financially from his University research projects.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does for the University.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does for the University.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does for the University.	Management Plan
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College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does for the University.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does for the University.	Management Plan
College of Science	Consulting	Employee has a consulting company that occasionally hires his students	Management Plan
College of Science	Geological software	Employee has royalty rights to IP that is being improved upon in his classes and research projects	Management Plan
College of Science	Educational software	Employee's company sells educational software to NSHE institutions and he uses it in his UNR classes	Management Plan
Research & Innovation	Consulting	Employee is in a position to recommend University clients to his spouse's consulting business.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Biotechnology	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan
School of Medicine	Software for medical diagnosis	Employee has a financial interest in a company that could benefit from UNR research and/or issues subcontracts to UNR.	Management Plan

DRI

**NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Universities and Desert Research Institute
(Form Revised April 2014)**

Institution: Desert Research Institute
Reporting Period: January 1 - December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (**columns 1-5**).
2. Report aggregated number of Conflict of Interest (COI) reports (**columns 6-8**).

	Scholarly and Professional Outside Compensated Services (SPOCS)					Conflict of Interest (COI)		
	1	2	3	4	5	6	7	8
Administrative Unit	# of Faculty/Prostaff requesting SPOCS	Total # of Faculty/Prostaff	% of Faculty/Prostaff Requesting SPOCS	SPOCS Requests Reviewed at Level Higher than Supervisor	SPOCS Requests Approved with Management Plans	# Annual Disclosure Reports Submitted	% of Faculty/Prostaff Submitting Annual Disclosure	# of COI with Management Plans
Administration	8	44	18%	0	0	44	100%	0
Division of Earth and Ecosystem	10	58	17%	0	3	58	100%	0
Division of Hydrologic Science	6	53	11%	0	0	53	100%	0
Division of Atmospheric Science	11	36	31%	0	2	36	100%	0
Total	35	191	18.32%	8	4	191	100%	0

* On a separate narrative, please describe in general the Conflicts of Interest (column 8) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
Administrative Unit						
Administration	8		6		1	1
Division of Earth and Ecosystem	10		7	2	1	
Division of Hydrologic Science	6		2	2		2
Division of Atmospheric Science	11		8	2	1	
Total	35	0	23	6	3	3

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Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

Reporting for the purposes of this form does not include outside activities specifically allowed in contracts of athletic department employees.

NSC

NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Community Colleges and State College
(Form Revised April 2014)

Institution: Nevada State College
Reporting Period: January 1-December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (columns 1-3).
2. Report aggregated number of Conflict of Interest (COI) reports (columns 4-6).

	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1	2	3	4	5	6
Administrative Unit	# of Faculty/ Prostaff requesting SPOCS	Total # of Faculty/ Prostaff	% of Faculty/ Prostaff requesting SPOCS	# COI Reports Submitted	# COI Reports Reviewed at a level higher than the employee's supervisor	# Actual COI* with management plans
School of Education	2	18	11%			
School of Liberal Arts & Sciences	7	69	10%			
School of Nursing	9	30	30%			
Office of Institutional Research	2	3	67%			
Total	20	120	17%	0	0	0

* On a separate narrative, please describe in general the Conflicts of Interest (column 6) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
School of Education	2		2			
School of Liberal Arts & Sciences	7		2	4	1	
School of Nursing	9		7	1	1	
Office of Institutional Research	2			2		
Total	20	0	11	7	2	0

Definitions:

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Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

CSN

**NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Community Colleges and State College**

Institution: College of Southern Nevada
Reporting Period: January 1-December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (columns 1-3).
2. Report aggregated number of Conflict of Interest (COI) reports (columns 4-6).

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1	2	3	4	5	6
	# of Faculty/ Prostaff requesting SPOCS	Total # of Faculty/ Prostaff	% of Faculty/ Prostaff requesting SPOCS	# COI Reports Submitted	# COI Reports Reviewed at a level higher than the employee's supervisor	# Actual COI* with management plans
<i>School of Advanced and Applied Technologies</i>	11	65				
<i>School of Arts and Letters</i>	14	72				
<i>School of Business, Hospitality and Public Service</i>	26	57				
<i>School of Education, Behavior and Social Sciences</i>	9	77				
<i>School of Health Sciences</i>	24	71				
<i>School of Science and Mathematics</i>	17	103				
<i>Vice President of Academic Affairs Office</i>	2	30				
Total	103	475	17.59%	0	0	0

* On a separate narrative, please describe in general the Conflicts of Interest (column 6) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
<i>School of Advanced and Applied Technologies</i>	11					
<i>School of Arts and Letters</i>	14					
<i>School of Business, Hospitality & Public Service</i>	26					
<i>School of Education, Behavior and Social Sciences</i>	9					
<i>School of Health Sciences</i>	24					
<i>School of Science and Mathematics</i>	17					
<i>Vice President of Academic Affairs Office</i>	2					
Total	103	0	0	0	0	0

Definitions:

Conflict of Interest (COI): Conflict of Interest means any outside activity or interest that may adversely affect, compromise or be incompatible with the obligations of an employee to the institution.

Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

GBC

NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Community Colleges and State College
(Form Revised April 2014)

Institution: Great Basin College
Reporting Period: January 1-December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (columns 1-3).
2. Report aggregated number of Conflict of Interest (COI) reports (columns 4-6).

	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1	2	3	4	5	6
Administrative Unit	# of Faculty/ Prostaff requesting SPOCS	Total # of Faculty/ Prostaff	% of Faculty/ Prostaff requesting SPOCS	# COI Reports Submitted	# COI Reports Reviewed at a level higher than the employee's supervisor	# Actual COI* with management plans
GBC Academic and Administrative Staff	6	143	4.20%			
Total	6	143	4.20%	0	0	0

* On a separate narrative, please describe in general the Conflicts of Interest (column 6) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
GBC Academic and Administrative Staff	6	0	3	3	0	0
Total	6	0	3	3	0	0

Definitions:

Conflict of Interest (COI): Conflict of Interest means any outside activity or interest that may adversely affect, compromise or be incompatible with the obligations of an employee to the institution.

Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

TMCC

NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Community Colleges and State College
(Form Revised April 2014)

Institution: Truckee Meadows Community College
Reporting Period: January 1-December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (columns 1-3).
2. Report aggregated number of Conflict of Interest (COI) reports (columns 4-6).

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1	2	3	4	5	6
	# of Faculty/ Prostaff requesting SPOCS	Total # of Faculty/ Prostaff	% of Faculty/ Prostaff requesting SPOCS	# COI Reports Submitted	# COI Reports Reviewed at a level higher than the employee's supervisor	# Actual COI* with management plans
Academic Affairs	16	208	7.69%	0	0	0
Finance and Administrative Services	2	38	5.26%	0	0	0
President Office	1	23	4.35%	0	0	0
Student Services	1	59	1.69%	0	0	0
Total	20	328	6.10%	0	0	0

* On a separate narrative, please describe in general the Conflicts of Interest (column 6) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
Academic Affairs	16	0	8	3		5
Finance and Administrative Services	2	0	2			
President Office	1	0	1			
Student Services	1	0				1
Total	20	0	11	3	0	6

Definitions:

Conflict of Interest (COI): Conflict of Interest means any outside activity or interest that may adversely affect, compromise or be incompatible with the obligations of an employee to the institution.

Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

WNC

NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Community Colleges and State College
(Form Revised April 2014)

Institution: WESTERN NEVADA COLLEGE
Reporting Period: January 1-December 31, 2020

Table 1

Instructions:

1. Report aggregated *number (headcount)* of faculty and professional staff (hereafter called faculty/prostaff) who request to perform scholarly and professional outside compensated services (SPOCS) (columns 1-3).
2. Report aggregated number of Conflict of Interest (COI) reports (columns 4-6).

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1	2	3	4	5	6
	# of Faculty/ Prostaff requesting SPOCS	Total # of Faculty/ Prostaff	% of Faculty/ Prostaff requesting SPOCS	# COI Reports Submitted	# COI Reports Reviewed at a level higher than the employee's supervisor	# Actual COI* with management plans
<i>PRESIDENT'S OFFICE</i>	0	8	0.00%			
<i>INSTRUCTION AND FINANCE</i>	15	72	20.83%			
<i>ENROLLMENT AND STUDENT SUCCESS</i>	1	31	3.23%			
<i>ADMINISTRATIVE AND LEGAL SERVICES</i>	0	4	0.00%			
Total	16	115	13.91%	0	0	0

* On a separate narrative, please describe in general the Conflicts of Interest (column 6) that were identified and how they were resolved.

Table 2

Instructions:

Report the aggregate *number of requests* to perform compensated outside professional services (COPS) including funding sources and those that are research related. The number of requests (Column 1 of Table 2) should equal or exceed the number of faculty/professional staff requesting SPOCS (Column 1 of Table 1) as some individuals may have made multiple SPOCS requests.

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
<i>PRESIDENT'S OFFICE</i>	0					
<i>INSTRUCTION AND FINANCE</i>	18		5	8	4	1
<i>ENROLLMENT AND STUDENT SUCCESS</i>	0			1		
<i>ADMINISTRATIVE AND LEGAL SERVICES</i>	1					
Total	19	0	5	9	4	1

Definitions:

Conflict of Interest (COI): Conflict of Interest means any outside activity or interest that may adversely affect, compromise or be incompatible with the obligations of an employee to the institution.

Scholarly or Professional Outside Compensated Services (SPOCS): Any outside scholarly or professional service by an faculty or professional staff member within his/her subject matter field and for which he/she is compensated by an outside entity, e.g., consulting.

Administrative Unit - Universities: College or Vice President Office

Administrative Unit - DRI: Division

Administrative Unit - Colleges: Vice President's Office reporting more than two SPOCS.

APPENDIX A

Board of Regents *Handbook*

Title 4, Chapter 3, Section 9

Section 9. Compensated Outside Professional Services

(For DRI Faculty Members, See Title 4, Chapter 11, Sec. 12)

1. Outside professional or scholarly service by faculty members within their subject matter field and for compensation is recognized as a legitimate activity unless specifically prohibited by the employee's contract with the institution.
2. Outside professional or scholarly service as contemplated by this section shall not interfere with the performance of the duties of any faculty member. If taken during the faculty member's standard workweek, such service shall occupy no more than one day's equivalent time per work week (20%) for full-time faculty members. Faculty members on 12-month contracts must take annual leave if providing outside professional or scholarly service during the standard work week. For the purposes of this paragraph, annual leave is not required to be taken if the activity is scholarly in nature and advances the reputation of the institution, such as serving on a national review board, and the amount of compensation, above expenses, is less than the monetary value of taking a half-day leave.
3. No faculty member may undertake outside professional or scholarly service that would result in a conflict of interest with his or her assigned duties. Conflict of interest means any outside activity or interest that may adversely affect, compromise, or be incompatible with the obligations of an employee to the institution.
4. Faculty members performing compensated outside professional or scholarly service are subject to the code of ethical standards of the State of Nevada (NRS 281A.400-281A.660), which governs the conduct of public officers and employees.
5. A faculty member may not perform an official act on behalf of the institution that directly benefits a business or other undertaking in which he or she either has a substantial financial interest or is engaged as counsel, consultant, representative, agent, director, or officer. This prohibition is not intended to limit a faculty member's ability to enter into a contract between a governmental entity, the institution, and a private entity to the extent authorized by and in conformity with NRS 281.221(3), NRS 281.230(3), NRS 281A.430(3), the Board of Regents Intellectual Property Policy (Title 4, Chapter 12, Sections 1-8), and the Board of Regents Conflict of Interest Policy (Title 4, Chapter 10, Section 1.7).
6. For the purpose of this section, potential conflicts of interest include a faculty member's involvement in transactions or decisions on behalf of an institution, in which the faculty member knows that benefits accrue to individuals in the faculty member's household, persons to whom the faculty member is related by blood, adoption or marriage within the third degree of consanguinity, or persons with whom the faculty member has substantial and continuing outside business relationships.

Relationships within the third degree of consanguinity or affinity are defined as:

- (a) The faculty member's spouse, child, parent, sibling, half-sibling, or step-relatives in the same relationship;
 - (b) The spouse of the faculty member's child, parent, sibling, half-sibling, or step-relative; or
 - (c) The faculty member's in-laws, aunt, uncle, niece, nephew, grandparent, grandchild, or first cousin.
7. Except as otherwise provided in this section, full-time faculty members engaged in providing compensated outside professional or scholarly service shall provide advance notification and request approval in writing to their immediate supervisor about the nature of the work to be performed, the company/organization for which the work will be performed, and the estimated time involved. The

request must be approved in advance by the supervisor within 10 working days. Individual requests to perform outside professional or scholarly service shall be considered confidential personnel documents pursuant to Title 2, Chapter 5, Section 5.6.2. of the Code.

Institutions may establish an expedited pre-approval process for notification of certain compensated outside professional or scholarly activities that are for a short-period, determined to be routine or standard, and compensated at \$3,000 or less per activity. Such services must be identified within the written pre-approval process established by the institution and may include activities such as service on a national panel, speaking engagements as allowed by the institution, and reviewing manuscripts.

8. When a supervisor believes that a faculty member's consulting activities conflict with the faculty member's obligations to the institution or other obligations of the institution, the supervisor shall inform the faculty member of these concerns and negotiate a mutually acceptable course of action. If a mutually acceptable course of action cannot be negotiated, the appropriate vice president or vice chancellor, as the case may be, will hear and evaluate the evidence and render a decision, or appoint a review committee if necessary. The vice president or vice chancellor may require the faculty member to cease performance of existing obligations while the faculty member remains a NSHE employee.
9. Faculty members performing compensated outside professional or scholarly service shall inform those who engage them that they are not acting in the name of the institution and that the institution is not a party to the contract nor liable for any actions of such faculty member.
10. In negotiating for a contract for outside compensated professional or scholarly services, faculty members shall not use institutional stationery or forms in any manner.
11. Full-time faculty members may make a general announcement of their availability as consultants but may not solicit consulting assignments.
12. Faculty members working independently on their own time may obtain patents or copyrights on the results of their work.
13. Faculty members performing compensated outside professional or scholarly service are subject to the Board policy on personal use of System property or resources (Title 4, Chapter 1, Section 25). A faculty member working independently on an outside-compensated contract shall not use NSHE facilities, equipment or personnel unless such use is authorized in advance by the supervisor. Reimbursement of any costs to the institution shall be in accordance with Title 4, Chapter 1, Section 25.
14. It is the responsibility of each full-time faculty member to report outside compensated services in a timely manner and to certify the accuracy of the disclosures. Failure to disclose outside compensated services in a timely and accurate manner constitutes a basis for disciplinary action under Title 2, Chapter 6 of the Code. Records are to be kept annually by the dean or appropriate vice president, or vice chancellor as the case may be, of all approved consulting activities in each department or division.
15. Each NSHE institution shall publish an annual report regarding compensated outside professional or scholarly service completed by its full-time faculty (aggregate data) and approved by the institution in accordance with the provisions of this section. This report will verify that all potential conflicts of interest have been reviewed and approved in accordance with the provisions of this section. A summary of these reports will be sent to the Board of Regents annually.

Board of Regents *Handbook*

Title 4, Chapter 11, Section 12

Section 12. Compensated Outside Professional Services

(For NSHE General Policy, See Title 4, Chapter 3, Sec. 9)

1. Under conditions set forth below, limited professional services rendered by a Desert Research Institute (DRI) faculty member to organizations or individuals outside of DRI for compensation is recognized as a legitimate, and often desirable, activity for a faculty member.
2. Outside professional or scholarly service as contemplated by this section shall not adversely affect the performance of the faculty member in regard to his or her obligation and duties to DRI. A faculty member is to perform compensated outside professional activities on his or her own time. For the purposes of this section, compensated outside professional or scholarly service does not include work conducted as part of the regular duties of, or the professional responsibilities of, the faculty member, such as serving on a national review board.
3. No faculty member may undertake outside professional or scholarly service that would result in a conflict of interest with his or her assigned duties. Conflict of interest means any outside activity or interest that may adversely affect, compromise, or be incompatible with the obligations of an employee to the institution.
4. DRI faculty members performing compensated outside professional or scholarly service are subject to the code of Ethical Standards of the State of Nevada (*Nevada Revised Statutes* (NRS) 281A.400-281A.480 and 281A.500-281A.660), which governs the conduct of public officers and employees.
5. A faculty member may not perform an official act on behalf of the institution that directly benefits a business or other undertaking in which he or she either has a substantial financial interest or is engaged as counsel, consultant, representative, agent, director, or officer. This prohibition is not intended to limit a faculty member's ability to enter into a contract between a governmental entity, the institution, and a private entity to the extent authorized by, and in conformity, with NRS 281.221(3), NRS 281.230(3), NRS 281A.430(3), the Board of Regents Intellectual Property Policy (Title 4, Chapter 12, Sections 1-8), and the Board of Regents Conflict of Interest Policy (Title 4, Chapter 10, Section 1.7).
6. For the purpose of this section, potential conflicts of interest include a faculty member's involvement in transactions or decisions on behalf of an institution, in which the faculty member knows that benefits accrue to individuals in the faculty member's household, persons to whom the faculty member is related by blood, adoption or marriage within the third degree of consanguinity, or persons with whom the faculty member has substantial and continuing outside business relationships.

Relationships within the third degree of consanguinity or affinity are defined as:

- (a) The faculty member's spouse, child, parent, sibling, half-sibling, or step-relatives in the same relationship;
 - (b) The spouse of the faculty member's child, parent, sibling, half-sibling, or step-relative; or
 - (c) The faculty member's in-laws, aunt, uncle, niece, nephew, grandparent, grandchild, or first cousin.
7. Except as otherwise provided in this section a full-time faculty member engaged in providing compensated outside professional service shall provide advance notification and request approval in writing to his or her supervisor, i.e., the executive director of the division or the appropriate vice president if not in a division, of the nature of the work to be performed, the company/organization for which the work will be performed, and the amount of his or her time likely to be involved. The

request must be approved in advance by the supervisor within 10 working days and shall indicate that the intended compensated outside professional service is not in conflict with any obligations currently incurred or assumed by the Institute. Activity in new areas not presently a regular part of the DRI efforts will not be considered to be in conflict even if DRI subsequently moves into such work. Individual requests to perform outside professional or scholarly service shall be considered confidential personnel documents pursuant to Title 2, Chapter 5, Section 5.6.2. of the Code.

DRI may establish an expedited pre-approval process for notification of certain compensated outside professional or scholarly activities that are for a short-period, determined to be routine or standard, and compensated at \$3,000 or less per activity. Such services must be identified within the written pre-approval process established by DRI and may include activities such as service on a national panel, speaking engagements as allowed by the institution, and reviewing manuscripts.

8. When a supervisor believes that a faculty member's consulting activities conflict with the faculty member's obligations to the institution or other obligations of the institution, the supervisor shall inform the faculty member of these concerns and negotiate a mutually acceptable course of action. If a mutually acceptable course of action cannot be negotiated, the faculty member or the supervisor may request the DRI Senate to appoint a panel of three DRI professional members to hear and evaluate the evidence and make a recommendation to the president. The president will review the recommendation and render a final decision. The president may require the faculty member to cease performance of existing obligations while the faculty member remains a DRI employee.
9. Any faculty member performing outside professional service shall inform those who engage him or her that the faculty member is not acting in the name of the DRI and that the DRI is neither a party to the contract nor liable for any actions of such faculty member.
10. In negotiating for a contract or any contract activities for outside compensated professional service, a faculty member shall not use DRI stationery or forms in any manner.
11. Faculty members performing compensated outside professional or scholarly service are subject to the Board policy on personal use of System property or resources (*Title 4, Chapter 1, Section 25*). A faculty member working independently on an outside compensated contract shall not use DRI facilities, equipment or personnel not available to members of the general public unless such use is authorized in advance by the supervisor. Reimbursement of any added direct costs to DRI shall be in accordance with Title 4, Chapter 1, Section 25.
12. A faculty member working independently on his or her own time may obtain patents or copyrights on the results of his or her work, providing DRI resources were not used in the preparation of the inventions or copyrighted work.
13. It is the responsibility of each full-time faculty member to report outside compensated services in a timely manner and to certify the accuracy of the disclosures. Failure to disclose outside compensated services in a timely and accurate manner constitutes a basis for disciplinary action under Title 2, Chapter 6 of the Code. Records are to be kept annually by each supervisor of all approved consulting activities.
14. The Desert Research Institute shall publish an annual report regarding compensated outside professional or scholarly service completed by its full-time faculty, as aggregate data, and approved by the institution in accordance with the provisions of this section. This report will verify that all potential conflicts of interest have been reviewed and approved in accordance with the provisions of this section. A summary of these reports will be sent to the Board of Regents annually.