

NSHE Scholarly and Professional Outside Compensated Services Report

July 2022

**Prepared by the Department of
Academic and Student Affairs**



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Scholarly and Professional Outside Compensated Services Report

July 2022

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 May 2021)**

Institution: UNLV
Reporting Period: January 1 - December 31, 2021

Table 1

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	1	29	3.45	1	0	29	100.00	0
Athletics, Division of	13	128	10.16	2	2	126	98.44	0
Business Affairs, Division of	5	146	3.42	0	0	145	99.32	0
Business School, Lee	22	111	19.82	13	1	111	100.00	0
Dental Medicine, School of	10	53	18.87	2	0	53	100.00	0
Economic Development, Office of	2	12	16.67	1	0	12	100.00	0
Education, College of	27	124	21.77	3	0	122	98.39	0
Educational Outreach, Division of	0	22	0.00	0	0	22	100.00	0
Engineering, Howard R. Hughes College of	16	112	14.29	5	0	112	100.00	0
Executive Vice President and Provost, Office of the	6	95	6.32	5	0	95	100.00	0
Fine Arts, College of	37	142	26.06	1	0	141	99.30	0
Graduate College	2	21	9.52	3	0	21	100.00	0
Honors College	1	16	6.25	2	0	16	100.00	0
Hospitality, William F. Harrah College of	11	66	16.67	4	0	66	100.00	0
Information Technology, Office of	6	116	5.17	3	1	115	99.14	0
Integrated Health Sciences, School of	27	72	37.50	3	1	72	100.00	0
Integrated Marketing & Branding, Division of	2	22	9.09	0	0	22	100.00	0
Law, William S. Boyd School of	23	65	35.38	17	0	65	100.00	0
Liberal Arts, College of	64	233	27.47	14	0	232	99.57	0
Libraries, Univesity	14	74	18.92	7	0	74	100.00	0
Medicine, UNLV School of	36	206	17.48	38	7	201	97.57	0
Nursing, School of	12	57	21.05	1	0	57	100.00	0
Philanthropy and Alumni Engagement, Division of	3	52	5.77	6	0	52	100.00	0
Police Services	1	9	11.11	0	0	9	100.00	0
President, Office of the	4	31	12.90	2	0	31	100.00	0
Public Health, School of	14	79	17.72	14	0	78	98.73	0
Research and Economic Development, Division of	8	58	13.79	11	0	58	100.00	0
Sciences, College of	30	231	12.99	13	2	230	99.57	0
Student Affairs, Division of	15	249	6.02	129	2	248	99.60	0
Urban Affairs, Greenspun College of	24	97	24.74	7	0	97	100.00	0
Total	436	2728	15.98%	307	16	2712	99.41%	0

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

**NSHE Scholarly and Professional Outside Compensated Services Report
Reporting Form for Universities and Desert Research Institute
(Form Revised May 2021)**

Table 2

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
Academic Success Center	2	0	1	1	0	0
Athletics, Division of	73	0	10	1	0	62
Business Affairs, Division of	6	0	1	4	0	1
Business School, Lee	29	0	10	13	2	4
Dental Medicine, School of	32	0	4	9	13	6
Economic Development, Office of	2	0	1	1	0	0
Education, College of	50	0	1	33	3	13
Educational Outreach, Division of	0	0	0	0	0	0
Engineering, Howard R. Hughes College of	36	0	6	19	9	2
Executive Vice President and Provost, Office of the	8	0	1	7	0	0
Fine Arts, College of	188	0	7	58	0	123
Graduate College	5	0	3	0	0	2
Honors College	2	0	0	2	0	0
Hospitality, William F. Harrah College of	25	0	11	14	0	0
Information Technology, Office of	9	0	5	1	0	3
Integrated Health Sciences, School of	48	0	6	34	1	7
Integrated Marketing & Branding, Division of	32	0	14	3	0	15
Law, William S. Boyd School of	83	0	15	50	3	15
Liberal Arts, College of	131	1	3	116	5	6
Libraries, Univesity	29	0	2	22	1	4
Medicine, UNLV School of	75	0	15	36	1	23
Nursing, School of	15	1	1	4	0	9
Philanthropy and Alumni Engagement, Division of	9	0	7	0	0	2
Police Services	1	0	0	1	0	0
President, Office of the	6	0	2	3	1	0
Public Health, School of	32	1	8	19	2	2
Research and Economic Development, Division of	138	0	5	6	1	126
Sciences, College of	45	0	16	18	10	1
Student Affairs, Division of	171	3	2	30	0	136
Urban Affairs, Greenspun College of	59	0	2	35	8	14
Total	1341	6	159	540	60	576

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 2021 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 2021, 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 2021, there were 16 SPOCS that were approved with a management plan.
6. Number of Annual COI Disclosure Reports Submitted: Annual disclosures for 2021 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 2021, there were 0 COIs with management plans.

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, 2021

Table 1

	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
<i>College of Ag, Biotechnology & Natural Resources</i>	11	171	6%	0	0	171	100%	0
<i>College of Business</i>	4	106	4%	0	0	106	100%	1
<i>College of Education & Human Development</i>	10	92	11%	0	0	92	100%	0
<i>College of Engineering</i>	12	124	10%	0	2	124	100%	2
<i>College of Liberal Arts</i>	10	260	4%	0	0	260	100%	0
<i>College of Science</i>	23	267	9%	0	6	267	100%	7
<i>Extended Studies</i>	0	13	0%	0	0	13	100%	0
<i>Graduate School</i>	0	6	0%	0	0	6	100%	0
<i>Honors College</i>	0	5	0%	0	0	5	100%	0
<i>Intercollegiate Athletics</i>	0	73	0%	0	0	71	97%	0
<i>Lawlor Events Center</i>	0	2	0%	0	0	2	100%	0
<i>Nevada Humanities</i>	0	4	0%	0	0	4	100%	0
<i>Office of the Provost</i>	2	61	3%	0	0	61	100%	0
<i>Orvis School of Nursing</i>	2	34	6%	0	0	34	100%	0
<i>President's Office</i>	0	30	0%	0	0	30	100%	0
<i>Research & Innovation</i>	4	77	5%	0	0	77	100%	1
<i>Schl of Community Health Sci</i>	4	129	3%	0	0	129	100%	0
<i>School of Journalism</i>	1	28	4%	0	0	28	100%	0
<i>School of Medicine</i>	38	273	14%	0	11	273	100%	15
<i>School of Social Work</i>	4	24	17%	0	0	24	100%	0
<i>University Libraries</i>	1	35	3%	0	0	35	100%	0
<i>VP Administration & Finance</i>	3	102	3%	0	0	102	100%	0
<i>VP Develop & Alumni Relations</i>	0	38	0%	0	0	38	100%	0
<i>VP Information Technology</i>	0	51	0%	0	0	51	100%	0
<i>VP Student Services</i>	7	142	5%	0	0	142	100%	0
Total	136	2147	6%	0	19	2145	100%	26

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

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

Table 2

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
<i>& Natural Resources</i>	12	0	11	1	0	0
<i>College of Business</i>	5	0	1	2	0	2
<i>College of Education</i>	13	0	1	7	1	4
<i>College of Engineering</i>	12	0	9	1	2	0
<i>College of Liberal Arts</i>	10	0	3	2	0	5
<i>College of Science</i>	29	0	14	10	2	3
<i>Extended Studies</i>	0	0	0	0	0	0
<i>Graduate School</i>	0	0	0	0	0	0
<i>Honors College</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>	0	0	0	0	0	0
<i>Office of the Provost</i>	2	0	1	0	0	1
<i>Orvis School of Nursing</i>	2	0	2	0	0	0
<i>President's Office</i>	0	0	0	0	0	0
<i>Research & Innovation</i>	4	0	1	1	1	1
<i>Schl of Community Health Sci</i>	5	0	2	2	1	0
<i>School of Journalism</i>	1	0	1	0	0	0
<i>School of Medicine</i>	63	0	48	5	1	9
<i>School of Social Work</i>	5	0	2	3	0	0
<i>University Libraries</i>	1	0	0	0	1	0
<i>VP Administration & Finance</i>	3	0	3	0	0	0
<i>VP Develop & Alumni Relations</i>	0	0	0	0	0	0
<i>VP Information Technology</i>	0	0	0	0	0	0
<i>VP Student Services</i>	9	0	6	2	0	1
Total	176	0	105	36	9	26

NSHE Compensated Outside Professional and Scholarly Services Report - 2021
University of Nevada, Reno
Column 8 Narratives

Administrative Unit	External Business Type	Nature of COI	Resolution
College of Business	Business loans	Employee is in a position to refer UNR clients to a company in which he has a financial interest.	Management Plan - external
College of Engineering	Consulting	Employee's private consulting company has fee-for-service agreements for work in employee's UNR lab	Management Plan
College of Engineering	Engineering and software	Employee is a private consultant to a company that has fee-for-service agreements for work in the employee's UNR lab.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does at UNR.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does at UNR.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does at UNR.	Management Plan
College of Science	Wildfire detection	Employee has a financial interest in a company that does the same kind of work he does at UNR.	Management Plan
College of Science	Consulting	Employee's students work as independent consultants for a company in which employee has a financial interest.	Management Plan
College of Science	Education	Employee serves on the board of an entity that provides funding for one of his graduate students.	Management Plan
College of Science	Software	Employee's research could improve the value of technology for which he receives royalty income.	Management Plan
Research & Innovation	Consulting	Employee is in a position to refer UNR clients to spouse's consulting business	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors her research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors his research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors his research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors her research at UNR.	Management Plan

School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors his research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee's private consulting company has a fee-for-service agreement for work in employee's UNR lab	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors his research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors his research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee is a private consultant to a company that has fee-for-service agreements for work in the employee's UNR lab.	Management Plan
School of Medicine	Biotechnology	Employee has IP royalty income rights and their research at UNR could improve the value of that IP.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors his research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors her research at UNR.	Management Plan
School of Medicine	Biotechnology	Employee has equity interest in and a board position on a company that sponsors her research at UNR.	Management Plan
School of Medicine	Business	Employee has equity interest in and a board position on a company that sponsors her research at UNR.	Management Plan
School of Medicine	Software	Employee has IP royalty income rights and their research at UNR could improve the value of that IP.	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: July 1, 2021 - June 30, 2022

Table 1

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
Administration	19	40	48%		1	40	100%	0
Division of Earth and Ecosystem	17	55	31%		4	55	100%	0
Division of Hydrologic Science	10	52	19%		3	52	100%	0
Division of Atmospheric Science	15	37	41%		3	37	100%	0
Total	61	184	33.15%	0	11	184	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

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
Administration	19		9	3	3	4
Division of Earth and Ecosystem	17		9	1		7
Division of Hydrologic Science	10		5	2		3
Division of Atmospheric Science	15		8	3		4
Total	61	0	31	9	3	18

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, 2021

Table 1

	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
<i>School of Education</i>	1	22	5%			
<i>School of Liberal Arts and Sciences</i>	3	79	4%			
<i>School of Nursing</i>	10	26	38%			
<i>Library Services</i>	1	5	20%			
<i>Office of Institutional Effectiveness</i>	2	3	67%			
Total	17	135	13%	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

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
<i>School of Education</i>	1					1
<i>School of Liberal Arts and Sciences</i>	4		1	3		
<i>School of Nursing</i>	10		6	3	1	
<i>Library Services</i>	1					1
<i>Office of Institutional Effectiveness</i>	2			2		
Total	18	0	7	8	2	1

CSN

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

Institution: College of Southern Nevada
Reporting Period: January 1-December 31, 2021

Table 1

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1 # of Faculty/ Prostaff requesting SPOCS	2 Total # of Faculty/ Prostaff	3 % of Faculty/ Prostaff requesting SPOCS	4 # COI Reports Submitted	5 # COI Reports Reviewed at a level higher than the employee's supervisor	6 # Actual COI* with management plans
<i>School of Advanced and Applied Science</i>	16	71				
<i>School of Arts and Letters</i>	14	127				
<i>School of Business, Hospitality and Public Services</i>	15	52				
<i>School of Education, Behavioral and Social Sciences</i>	12	81				
<i>School of Health Sciences</i>	26	69				
<i>School of Science, Engineering and Mathematics</i>	8	105				
<i>Vice President of Academic Affairs Office</i>	3	30				
Total	94	535	%	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

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 Science</i>	16					
<i>School of Arts and Letters</i>	14					
<i>School of Business, Hospitality and Public Services</i>	15					
<i>School of Education, Behavioral and Social Sciences</i>	12					
<i>School of Health Sciences</i>	26					
<i>School of Science, Engineering and Mathematics</i>	8					
<i>Vice President of Academic Affairs Office</i>	3					
Total	94	0	0	0	0	0

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, 2021

Table 1

	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 Administravie Staff	4	138	2.89%			
Total	4	138	2.89%	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

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
GBC Academic and Administravie Staff	4		1	3		
Total	4	0	1	3	0	0

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, 201

Table 1

	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
<i>Academic Affairs</i>	8	191	4.19	0	0	0
<i>Finance and Administration Services</i>	2	36	5.56	0	0	0
<i>President Office</i>	0	25		0	0	0
<i>Student Services</i>	1	58	1.72	0	0	0
				0	0	0
Total	11	310	%	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

Administrative Unit	1	Funding Sources (must equal column 1 figure)				
	# of SPOCS Requests	Not Approved	Business	Academic Institution	Government	Other
<i>Academic Affairs</i>	8	0	4	4		
<i>Finance and Administrative Services</i>	2	0	2			
<i>President Office</i>	0	0				
<i>Student Services</i>	1	0	1			
Total	11	0	7	4	0	0

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, 2021

Table 1

Administrative Unit	Scholarly and Professional Outside Compensated Services (SPOCS)			Conflict of Interest (COI)		
	1 # of Faculty/ Prostaff requesting SPOCS	2 Total # of Faculty/ Prostaff	3 % of Faculty/ Prostaff requesting SPOCS	4 # COI Reports Submitted	5 # COI Reports Reviewed at a level higher than the employee's supervisor	6 # Actual COI* with management plans
<i>PRESIDENT'S OFFICE</i>	2	15	13.33%			
<i>INSTRUCTION AND FINANCE</i>	20	79	25.32%			
<i>ENROLLMENT AND STUDENT SUCCESS</i>	1	20	5.00%			
Total	23	114	20.18%	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

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>	2		2			
<i>INSTRUCTION AND FINANCE</i>	20		7	8	1	4
<i>ENROLLMENT AND STUDENT SUCCESS</i>	1			1		
Total	23	0	9	9	1	4

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. 8)

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.