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FAQ about outside activities

What qualifies as an outside activity by a UA employee?

Compensated work for any entity other than UA,¹ or uncompensated work that either involves consulting for or providing other services to non-UA individuals or firms, particularly where those services are similar to one's work for UA; or serving on a board of directors of, or as an officer of, an organization (for-profit or nonprofit).

Under what circumstances may outside activities be found impermissible?

The chief consideration will be whether the employee's current or proposed outside activities, taken individually or cumulatively, would substantially interfere with the performance of regular UA duties.² "[A] public employee's outside employment or service, including volunteer service, is incompatible or in conflict with the proper discharge of official duties if the employee's designated supervisor reasonably determines that the outside employment or service (1) takes time away from the employee's official duties; (2) limits the scope of the employee's offic

that 67.5-hour figure, and again a supplemental memo explaining the details of how time

