

X. Conflict of Commitment

All faculty members and administrators employed on a full-time basis owe their primary professional allegiance to IIT, and their primary commitment of time and intellectual energy should be to their IIT-related duties. Whenever an individual's outside activities interfere with his or her professional obligations to IIT, a “conflict of commitment” exists.

In the case of faculty members and administrators employed on a part-time basis, this general principle applies to the extent of their employment. Faculty members and administrators employed on less than a full-time basis may engage in consulting relationships and other employment to the degree that those activities do not interfere with their obligations to IIT.

The following points relate to conflicts of commitment:

1. With respect to faculty members, under no circumstances may their outside consulting work exceed the limits imposed by the Faculty Handbook. With respect to administrators without faculty appointments, under no circumstances may they undertake outside consulting activities without the express permission of their supervisor. Neither faculty members nor administrators may use university resources, including facilities, personnel, equipment or confidential information, except in a purely incidental way, in connection with outside consulting activities or for any other purposes unrelated to the mission of the university.
2. Faculty members and administrators must maintain a significant presence on campus throughout each semester in which they are employed by IIT, consistent with the scope of their employment.
3. Neither faculty members nor administrators should allow other professional activities to detract from their primary allegiance to IIT. For example, those employed on a full-time basis must neither have significant outside managerial responsibilities nor deny IIT a business opportunity, including, without limitation, a research project, that could be performed by IIT.