

## PROCEDURE LIT.1.04.03 CONFLICT OF COMMITMENT

### **SCOPE:** Faculty and Staff

A conflict of commitment occurs when an employee's involvement in external activities adversely affects his/her capacity to meet the primary obligation to Lamar Institute of Technology (LIT), as exhibited by a perceptible reduction of the individual's time and energy devoted to LIT activities.

1. With the acceptance of a full-time position at LIT, every employee is expected to give LIT their primary professional loyalty and to arrange outside obligations, financial interests, and activities so as not to conflict with their overriding commitment to the college.
  - 1.1. Certain outside activities are permissible with appropriate notice to and written approval by the appropriate department head, so long as these endeavors do not interfere with an employee's obligation to LIT.
2. All part-time employees are expected to give the college said loyalty during such times as set forth in respective agreements, both oral and written.
3. Consultants are expected to arrange their outside obligations and activities so as not to conflict with their agreed upon commitment to LIT.

**Related Policies:** LIT.1.04

**Relevant Forms/Documents:**

**Relevant TSUS Policies/Forms/Documents:**

**Relevant Statutes:**

**Relevant SACSOC Standards:**

### **Document History:**

*Adopted:*

*Reviewed:*

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