



25 May 2017

Policy on External Professional Activities for Pay (EPAP) in the Department of Radiology, UNC School of Medicine at UNC-Chapel Hill

- 1) This policy is meant to supplement the regulations, policies and guidelines of the NC general assembly, The University of North Carolina and the UNC School of Medicine, and should not be interpreted as superseding them.
- 2) UNC faculty and other EPA employees may engage in compensated activities outside of their University employment provided those activities do not create an unmanageable conflict of interest or conflict of commitment.
- 3) According to UNC General Administration policy, personnel planning to undertake such activities are required to complete a Notice of Intent to Engage in External Professional Activities for Pay. The Notice must be approved by the immediate supervisor before the activity begins. Approvals expire at the end of each fiscal year (June 30) and must be renewed if the activity is to continue.
- 4) Department of Radiology faculty may not participate in EPAP if that activity will result in payments in excess of 35% of their base pay for the sum of ALL EPAP within a fiscal year.
- 5) In addition to the above limit on total EPAP compensation, the approval of EPAP requests may be withheld at the Chair's discretion if the intensity or duration of EPAP seems likely to interfere with the usual and reasonable responsibilities and obligations of the faculty member's appointment. The Chair may request modification of the EPAP in such cases. Example modifications might include: decrease in duration or intensity of external activities, or use of paid or unpaid leave, or reduction in faculty %effort (FTE).