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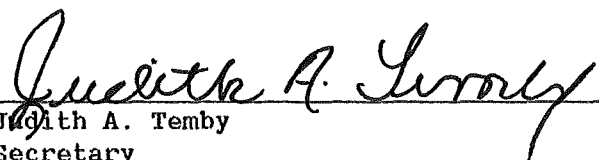
STATE OF WISCONSIN
BOARD OF REGENTS OF THE UNIVERSITY
OF WISCONSIN SYSTEM

I, Judith A. Temby, Secretary of the Board of Regents of the University of Wisconsin System and custodian of the official records, do hereby certify that the annexed rules, relating to the code of ethics for unclassified staff of the University of Wisconsin System, were duly approved and adopted by the board on November 8, 1985.

I further certify that this copy has been compared by me with the original on file in the office of the board and that the same is a true copy thereof, and of the whole of such original.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the official seal of the Board of Regents of the University of Wisconsin System at 1860 Van Hise Hall, 1220 Linden Drive in the City of Madison, this 26 day of November, 1985.

(SEAL)


Judith A. Temby
Secretary
Board of Regents of the University
of Wisconsin System

2-1-86

SECTION 1. UWS 2.01 and 2.02 are amended to read:

UWS 2.01 Rules. Rules in chapters UWS 2 and UWS 3 apply to all faculty appointments made on or after the effective date of these rules. Any person who holds a tenure appointment under former chapters 36 and 37, ~~Wis.~~ Stats. 1971 and related rules shall continue to hold tenure as defined under those chapters and related rules. Any person who holds a probationary appointment under former chapters 36 and 37, ~~Wis.~~ Stats. 1971 and related rules shall continue to enjoy the contractual rights and guarantees as defined under those chapters and related rules, and may elect to be considered for tenure according to the procedures existing under that appointment or under rules and procedures in effect at the time of consideration. The rules in chapters UWS 4 to UWS 7 8 apply to all appointments to faculty positions regardless of whether the appointment preceded the adoption of these rules.

UWS 2.02 Delegation. Rules and procedures developed pursuant to chapters UWS 3, 4, 5, 6, and 7 8 by the faculty of each institution shall be forwarded by the chancellor to the president and by the president to the board for its approval prior to their taking effect. Such policies and procedures, unless disapproved or altered by the regents, shall be in force and effect as rules of the regents.

SECTION 2. Chapters UWS 7 and 14 are repealed.

UWS 8

FACULTY/ACADEMIC-UNCLASSIFIED STAFF CODE OF ETHICS

SECTION 3. UWS 8.01(1) is renumbered 8.01 (intro.) and amended to read:

UWS 8.01 DECLARATION OF POLICY. ~~(1)~~ In view of the special relationship of the university of Wisconsin system to the state and to affirm as public policy within the system certain common standards to prevent conflicts of interest, the board hereby adopts the following code of ethics for ~~faculty and academic unclassified~~ staff pursuant to ~~section ss.~~ 19.45(11)(b), and 36.23, Wis-Stats.

SECTION 4. UWS 8.01(1)(a) (intro.) is renumbered 8.01(1) and amended to read:

~~(a)~~(1) Every member of the ~~faculty and academic unclassified~~ staff at the time of appointment makes a personal commitment to professional honesty and integrity, ~~that meets the demanding standards of the state and national academic communities to~~ seek knowledge and to share that knowledge freely with others. Such a commitment is essential for the university to perform its proper function in our society and to ensure continued confidence of the people of this state in the university of Wisconsin system and its personnel. It is a violation of ~~these standards~~ this commitment for ~~faculty or academic unclassified staff members to disregard the interests of the university of Wisconsin system in order, through use of their positions or through official conduct,~~ to seek financial gain for themselves, their immediate families or businesses organizations with which they are associated through

activities that conflict with the interests of the university of Wisconsin system.

SECTION 5. UWS 8.01(1)(a)1 and 2 are repealed.

SECTION 6. UWS 8.01(1)(b)1, 2 and 3 are renumbered 8.01(2)(a),(b) and (c) and amended to read:

~~1~~(b)(2) The board of regents, as a matter of policy, recognizes that:

~~1~~(a) Members of the ~~faculty and academic~~ unclassified staff have personal and economic interests in the decisions and policies of national, state and local government.

~~2~~(b) Members of the ~~faculty and academic~~ unclassified staff retain their rights as citizens to interests of a personal or economic nature.

~~3~~(c) The code of ethics must distinguish between those minor and inconsequential conflicts which are unavoidable in a free society and those conflicts which are substantial and material.

SECTION 7. UWS 8.01(1)(b)4 is repealed.

SECTION 8. UWS 8.01(3) is created to read:

(3) In adopting the standards of conduct set forth in this chapter, it is the board's purpose to prohibit only those activities which will result in a conflict between the personal interests of an unclassified staff member and that staff member's public responsibilities to the university of Wisconsin system. It is not the board's purpose to prohibit an unclassified staff member from freely pursuing those teaching, research, professional and public

service activities which will not result in such a conflict, nor to prohibit a staff member from accepting any compensation, fees, honoraria or reimbursement of expenses which may be offered in connection therewith.

NOTE: This subsection, which is new, should be read in conjunction with new UWS 8.025 concerning outside activities. The approach reflects the view that the major inquiry in regard to the acceptability of outside activities is whether they may or do present conflicts with, or detract from performance of, university duties and responsibilities.

SECTION 9. UWS 8.02(1) is renumbered UWS 8.02 (intro.) and amended to read:

UWS 8.02 DEFINITIONS. ~~(1)--When-used-in~~ In this code, chapter the following terms, unless otherwise specified, mean:

SECTION 10. UWS 8.02(1)(a) is renumbered 8.02(4).

SECTION 11. UWS 8.02(1)(b) is renumbered 8.02(14).

SECTION 12. UWS 8.02(1)(c) is renumbered 8.02(13).

SECTION 13. UWS 8.02(1)(d) is renumbered 8.02(16) and amended to read:

~~(d)~~(16) "Vice President" means ~~central~~ system administration officials with the title "Vice President" or other administrative ~~officer~~ officers with similar duties ~~(e.g., provost)~~.

SECTION 14. UWS 8.02(1)(e) is renumbered 8.02(5) and amended to read:

~~(e)~~(5) "Chancellor" means the chief executive officer of a ~~four-year institution, the center system and~~ university, the university of Wisconsin centers or the university extension, or an equivalent title.

SECTION 15. UWS 8.02(1)(f) is repealed.

SECTION 16. UWS 8.02(1)(g) is renumbered 8.02(8) and amended to read:

~~(g)~~(8) "Faculty" means all persons with who hold the rank of professor, associate professor, assistant professor and or instructor in an academic department or its functional equivalent in an institution. ~~For the purpose of this code it also includes members of the administration who are on leave from faculty positions.~~

SECTION 17. UWS 8.02(1)(h) is renumbered 8.02(1).

SECTION 18. UWS 8.02(1)(i) and (j) are repealed.

SECTION 19. UWS 8.02(2), (3), (6), (7), (9), (10), (11), (12) and (15) are created to read:

(2). "Anything of value" means any money or property, favor, service, payment, advance, forbearance, loan, or promise of future employment, but does not include:

(a) Any salary, expenses or other compensation received by a member of the unclassified staff from the university for his or her services;

(b) Any compensation, honoraria or expenses derived from outside activities permitted under this chapter;

(c) Political contributions which are reported under ch. 11, Stats.; or

(d) Hospitality extended for a purpose unrelated to university business.

(3) "Associated," when used with reference to an organization, means that a person or a member of a person's immediate family is a director, officer or trustee or owns or controls, directly or indirectly, and severally or in the aggregate, at least 10% of the outstanding equity.

(6) "Confidential university information" means information relating to university financial operations or personnel which is obtained from university records or in the course of official university business and which is not available to the general public upon request.

NOTE: This definition is relocated from current UWS 8.03(1)(c).

(7) "Contracting personnel" means those persons who are designated in writing by the chancellor of an institution or the president of the system to negotiate, review, approve, or sign contracts for the purchase of goods and services on behalf of an institution, the university system, or the board. The term does not include persons who do either or both of the following:

(a) Contract only with outside agencies for research or for services to be performed by the university; or

(b) Negotiate, review, approve or sign only employment contracts.

NOTE: This subsection revises current UWS 8.02(1)(j), which is repealed.

(9) "Immediate family" means:

(a) An unclassified staff member's spouse; and

(b) Any person who receives, directly or indirectly, more than one half of his or her support from an unclassified staff member or from whom an unclassified staff member receives, directly or indirectly, more than one half of his or her support.

(10) "Institution" means any university or an organizational equivalent designated by the board.

(11) "Limited appointees" means persons holding special appointments to administrative positions designated in s. 36.17, Stats., and ch. UWS 15, Wis. Adm. Code, and who serve at the pleasure of the board or of the authorized official making the appointment.

(12) "Organization" means any corporation, partnership, proprietorship, firm, enterprise, franchise, association, trust or other legal entity other than an individual or body politic.

(15) "Unclassified staff" or "staff members" means faculty, academic staff and limited appointees of the university of Wisconsin system who are not subject to subch. III, ch. 19, Stats.

SECTION 20. UWS 8.025 is created to read:

UWS 8.025 OUTSIDE ACTIVITIES AND INTERESTS; REPORTS. (1) OUTSIDE ACTIVITIES. Members of the unclassified staff are free to engage in outside activities, whether or not such activities are remunerative or related to staff members' fields of academic interest or specialization. However, no member of the unclassified staff may engage in an outside activity if it conflicts with his or her public responsibilities to the university of Wisconsin system or the institution at which the unclassified staff member is employed.

(2) REPORTABLE OUTSIDE ACTIVITIES. (a) The following outside activities must be reported to a staff member's dean, director or other appropriate administrator:

1. Associations with organizations, as defined in subs. 8.02(3) and (12), related to staff members' fields of academic interest or specialization;

2. Private remunerative relationships between staff members and non-governmental sponsors of university research for which the staff member is a principal investigator; and

3. Remunerative outside activities in a staff member's field of academic interest or specialization, including but not limited to consulting, and whether the staff member earns for such activities \$5,000 or more in a year from a single source.

(b) Each unclassified staff member engaging in outside activities reportable under this section shall annually, on or before April 30, file a report of outside activities with his or her dean, director or other appropriate administrator.

(c) If, during the year, significant changes in a staff member's reportable outside activities occur, the staff member shall immediately inform, in writing, his or her dean, director or other appropriate administrator. This information shall be placed on file with the staff member's annual statement of outside interests.

(3) INSTITUTIONAL POLICIES. The unclassified staff members of each institution, with the approval of the chancellor, shall develop policies and procedures which shall, at a minimum, provide:

(a) Standards concerning the use of university facilities and personnel in connection with outside activities;

(b) Standards concerning absence from regular duties for the purpose of engaging in outside activities;

(c) Guidelines identifying types or categories of outside activities which may result in a material conflict of interest; and

(d) For such reports of anticipated outside activities as are necessary to insure compliance with s. 8.04.

(4) REPORTS PUBLIC. Information required to be reported under this section shall, unless otherwise privileged by law, be a matter of public record.

Note: This section addresses outside activities. Several explanatory points provide relevant background:

1. The section addresses matters heretofore handled under UWS 7 and 14, which are accordingly repealed. This change in the scope of UWS 8 was made in response to legislative suggestion.
2. The rule recognizes the right of unclassified staff members to engage in outside activities, whether or not the activities are remunerative or related to staff members' fields of academic interest. However, in order to assure that such activities do not conflict with staff members' responsibilities to the university of Wisconsin system, or the institution at which the staff member serves, the rule provides that certain types of activities must be reported to staff members' deans, directors or other appropriate administrators. These reportable outside activities include associations with organizations related to staff members' fields of academic interest or specialization, certain private remunerative relationships between staff members and non-governmental research sponsors, and remunerative outside activities in staff members' fields of academic interest or specialization and whether the staff member earns \$5,000 or more in a year from a single source. The language retains the requirements currently in UWS 7 and 14 that institutions develop policies to regulate the use of university facilities in connection with outside activities, and adds a similar requirement pertaining to use of personnel. It provides a more explicit requirement for institutional development of standards on absence from university duties, and for reports on outside activities which staff members anticipate they will perform during the academic year.
3. Guidelines and suggestions will be provided to institutions for implementation of the Regent rule. These guidelines would include examples of standards concerning use of university facilities and absence from university duties that might be adopted under UWS 8.025(3)(a) and (b); categories or types of activities which might present a material conflict of interest under UWS 8.025(3)(c); reporting procedures under UWS 8.025(4); and other relevant information.
4. The rule incorporates and codifies the result of recent litigation between the Madison Capital Times and the UW-Madison. That case, decided in Dane County Circuit Court in the spring of 1983, held that UW-Madison reports of outside activities required under UWS 7 and 14 were records open to public inspection. This section continues the existence of the reporting requirements (UWS 8.025(2)) and declares the public nature of the reports (UWS 8.025(4)), except in those instances where other legal principles establish a privilege for the information contained therein.

5. UWS 8.025(1) indicates that the Regents' purpose is not to dictate the financial or topical terms of outside activity but to ensure that it does not present conflicts of interest or time with university duties. (See also Note to UWS 8.01(3)).

6. Forms required under this section for the reporting of outside activities may be obtained from the Office of the Secretary to the Board of Regents, Room 1860 Van Hise Hall, 1220 Linden Drive, Madison, Wisconsin 53706, at no charge.

SECTION 21. UWS 8.03 is repealed and recreated to read:

UWS 8.03 STANDARDS OF CONDUCT. (1) PERSONAL GAIN FROM UNIVERSITY

POSITION. (a) No member of the unclassified staff may, in a manner contrary to the interests of the university of Wisconsin system, use or attempt to use his or her public position or state property, including property leased by the state, to gain or attempt to gain anything of substantial value for the private benefit of the staff member, his or her immediate family or any organization with which the staff member is associated.

(b) No member of the unclassified staff may solicit or accept from any person or organization anything of value pursuant to an express or implied understanding that his or her conduct of university business would be influenced thereby.

(c) No member of the unclassified staff may intentionally use or disclose confidential university information in any way that could result in the receipt of anything of value for himself or herself, for his or her immediate family or for any other person or organization with which the staff member is associated.

(2) CONTRACTING AND LEASING. (a) No member of the unclassified staff, member of his or her immediate family, nor any organization with which an

unclassified staff member is associated, may enter into any contract or lease involving payments of \$3,000 or more within a 12 month period, derived in whole or in part from university funds, if the staff member is in a position to approve or influence, in his or her official capacity, the university's decision to enter into the contract or lease.

(b) If the staff member is not in a position to approve or influence the university's decision, the staff member may enter into a contract or lease described in par. (a) if the staff member first makes written disclosure of the nature and extent of any relationship described in par. (a) to the dean, director, or other appropriate administrator and he or she approves. The dean, director or other appropriate administrator shall approve a staff member's interest in a lease or contract unless he or she determines that the staff member's personal interest in the agreement will conflict substantially and materially with the staff member's discharge of his or her university responsibilities.

(c) This subsection does not affect the application of s. 946.13, Stats.

Note: This subsection repeals and amends provisions on contracting and leasing which are found in current UWS 8.03(1).

(3) NEPOTISM. (a) No member of the unclassified staff may participate, formally or informally, in the decision to hire, retain, grant tenure to, promote or determine the salary of a member of his or her immediate family.

(b) No member of the unclassified staff may, in the supervision or management of another unclassified staff member who is a member of his or her immediate family, give preferential or favored treatment.

(4) STUDENT RESEARCH PROTECTION. A member of the unclassified staff shall inform students engaged in research under his or her supervision of any financial interest which the unclassified staff member has in the research

activity, including, but not limited to, financial arrangements involved in the direct support of the activity, agreements made by the unclassified staff member to obtain data for the research, or agreements concerning copyright or patent rights arising from the research.

(5) WAIVER. The board may, upon written request and by action within a reasonable time of receipt thereof, waive any provision of this section whenever its literal application would be adverse to the best interests of the university of Wisconsin system or would work an unreasonable hardship on a member of the unclassified staff.

SECTION 22. UWS 8.035 is created to read:

UWS 8.035 INSTITUTIONAL ETHICS COMMITTEE. Each institution shall establish a committee, or designate an existing committee, whose function shall be to provide to any member of the unclassified staff consultation and advice on the application of this chapter. Committee deliberations and actions upon requests for consultation or advice shall be in meetings not open to the public. Records obtained in connection with requests for consultation or advice shall be considered confidential university information. However, summaries of advice provided by institutional ethics committees, which do not disclose the identities of persons requesting such advice, shall be made public in an annual report.

SECTION 23. UWS 8.04 is repealed and recreated to read:

UWS 8.04 ACTION TO AVOID POSSIBLE CONFLICT. (1) When it appears that a material conflict may arise between the personal interests of a staff member and his or her public responsibilities to the university, the staff member

shall notify his or her dean, director, or other appropriate administrator by submitting a written statement describing the nature of the possible conflict.

(2) Within 15 days after receipt of the statement, the dean, director or other appropriate administrator shall advise the staff member in writing that:

(a) There is no conflict prohibited by this chapter and the staff member may proceed; or

(b) There may be a conflict and further consultation is necessary prior to reaching a determination; or

(c) There is a conflict which must be resolved in one of the following ways:

1. The staff member shall not proceed with his or her university duties which result in the conflict, so long as the conflict remains; or

2. The staff member shall not proceed with his or her personal interests which result in the conflict, so long as the conflict remains.

(3) If the staff member is advised that sub. (2)(c)1 or 2 applies to his or her case, the staff member, within 15 days after notice of the decision of the dean, director, or other appropriate administrator, may appeal the decision under ch. UWS 6 or ch. UWS 13.

SECTION 24. UWS 8.05 (intro.) is amended and renumbered 8.05(1) through (5) to read:

UWS 8.05 Sanctions. (1) ~~Charges-of-violations-of-these-rules-shall-be-in-the-form-of-a-verified-complaint-which~~ Any person may file a written complaint charging a violation of this chapter. The complaint shall state the name of the member of the faculty-or-academic unclassified staff alleged to have committed a violation and ~~which-shall-set-forth-the-particulars-thereof~~ describe the violation.

(2) ~~These verified complaints~~ A complaint involving a ~~members~~ member of the faculty or academic unclassified staff serving within the central system administration shall be referred submitted to the president for investigation and disposition through appropriate institutional proceedings in accordance with system administration policies and procedures adopted pursuant to ch. UWS 11 or s. UWS 13.01, as appropriate.

(3) ~~Verified complaints~~ A complaint involving a member of the faculty or the academic staff serving at an institution of the UW-System university of Wisconsin system shall be submitted to the appropriate chancellor.

(a) ~~where~~ Where the complaint is against a faculty member, the chancellor shall proceed under the ~~rules~~ policies and procedures adopted by his or her institution pursuant to ~~UWS-faculty-personnel-rules, chapter~~ ch. UWS 4 or section s. UWS 6.01 Wis.-Adm.-Code, as appropriate.

(b) ~~where~~ Where the complaint is against a member of the academic staff, ~~proceedings~~ the chancellor shall comply with the rules proceed under the policies and procedures the institution has adopted pursuant to ~~the-UWS academic-staff-personnel-rules-ch.~~ UWS 11 or s. UWS 13.01, as appropriate

(4) Complaints involving limited appointees serving at an institution of the university of Wisconsin system shall be submitted to the official who made the appointment and that official shall take appropriate action.

(5) Notwithstanding the other provisions of this section, the president or a chancellor may investigate possible violations of this chapter whenever the circumstances warrant and proceed in accordance with subs. (1) to (4).

(6) ~~In addition to institutional discipline, section 19.50, Wis. Stats. of 1973, provides that criminal penalties may be imposed for violations of these rules.~~

NOTE: For possible criminal penalties for intentional violations of this chapter, see s. 19.58, Stats.

SECTION 25. UWS 8.06 is amended to read:

UWS 8.06 Reports. The president, vice ~~president~~ presidents, ~~chancellor~~ chancellors, ~~provost, vice-provost~~ and all contracting personnel shall annually, on or before April 30, file a statement of economic interest with the secretary. ~~Such~~ The statement ~~statements~~ shall be filed on a form provided by the secretary, ~~Such-statements~~ and shall ~~not~~-be considered matters of public record ~~unless-disclosure-is-ordered-by-the-board.~~ The statements shall contain the information required by s. 19.44, Stats.

Note: This section makes public the statements of economic interest filed with the secretary of the board by the president, vice presidents, chancellors and all contracting personnel. It specifies that the statement is to contain the information specified in s. 19.44, Stats., which sets forth the form of the statement of economic interests filed by public officials governed by the state ethics code.

SECTION 26. UWS 9.01 and 9.02 are amended to read:

UWS 9.01 COVERAGE. The rules of chapters UWS ~~10~~ 8 to UWS ~~14~~ 13 and the policies and procedures developed by particular institutions or ~~central~~ system administration thereunder, apply to all academic staff appointments within each institution or within the ~~central~~ system administration. In chapters UWS ~~9~~ 8 through ~~14~~ 13, where appropriate, "president" may be substituted for "chancellor" and "~~central~~ system administration" for "institution."

UWS 9.02 DELEGATION. Each chancellor shall provide for the establishment of a committee to advise the administration on policies and procedures for academic staff adopted by the institution pursuant to chapters UWS ~~9-14~~ 8-13. At least a majority of the members of this committee shall be members of the academic staff elected by members of the academic staff. Members of the committee shall select the chairperson thereof. Institutions which now have persons with faculty rank holding positions which will become academic staff

positions under the definitions of faculty and academic staff provided in chapter 36, Wis. Stats., may designate such persons as academic staff for purposes of eligibility to participate in the election of members of the committee chosen in this way, and eligibility for election to the committee. Wherever each institution is charged in chapters UWS ~~10-14~~ 8-13 with adopting policies and/or procedures, the chancellor shall develop these policies and procedures in consultation with the committee and, as appropriate, members of the faculty and student body. Policies and procedures developed by each institution for administering the elements of the academic staff personnel policies addressed by these rules shall be in full force and effect when finally approved by the chancellor and forwarded to the board. The board may undertake a review of any or all portions of such policies and procedures but shall complete such review within 90 days of the receipt of the policies and procedures. Should the board within 90 days return to the institution any portion or portions of its policies and procedures as disapproved, that portion or portions shall be suspended until reconsideration and resubmission has taken place.

ORDER OF THE BOARD OF REGENTS OF
THE UNIVERSITY OF WISCONSIN SYSTEM
ADOPTING, AMENDING AND REPEALING RULES

Agency contact persons: Patricia B. Hodulik (262-6497); Daniel Strouse
(262-6425); Judith Temby (262-2324).

CHAPTER UWS 8

[INTRODUCTORY CLAUSE]

To repeal Chapters UWS 7 and 14, UWS 8.01(1)(a) 1 and 2, UWS 8.01(1)(b)4, UWS 8.02(1)(f)(i) and (j), and UWS 8.03(1)(d) through (h); to renumber UWS 8.02(1)(a) through (c), and UWS 8.02(1)(h); to renumber and amend as renumbered UWS 8.01(1), UWS 8.02(1)(d)(e) and (g), and UWS 8.05(intro.); to amend UWS 2.01, UWS 2.02, UWS 8.06, UWS 9.01 and UWS 9.02; to repeal and recreate UWS 8.03, and UWS 8.04; and to create UWS 8.01(3), UWS 8.02(2)(3)(6)(7)(9) through (12) and (15), UWS 8.025, and UWS 8.035, relating to the code of ethics for unclassified staff in the UW System.

[PLAIN LANGUAGE ANALYSIS PREPARED BY THE UW SYSTEM]

Chapter UWS 8 is promulgated in accordance with ss. 19.45(11)(b) and 36.23, Wis. Stats. The proposed revisions make major substantive and technical changes in the code of ethics for members of the unclassified staff in the UW System.

Throughout the chapter, as proposed, the term "unclassified staff" has been substituted for "faculty and academic staff." Definitions of the terms "unclassified staff" and "limited appointees" have been added. The purpose of these changes is to make clear that the code of ethics applies to all unclassified groups--limited appointees, as well as faculty and academic staff members.

Proposed section UWS 8.02 creates several new definitions, and amends others. To provide greater consistency with subchapter III of chapter 19, Stats., definitions of "anything of value," "associated" and "organization" have been added. The proposed definition of "associated" would increase from 5% to 10% the share of ownership in a business which an unclassified staff member would have to possess before conflict of interest considerations would be triggered. This change would make the UW System rule consistent with sec. 19.42, Stats., and with chapter Pers. 24, Wis. Adm. Code (code of ethics for other state employees). The definitions of "contracting personnel" and "immediate family" have been repealed and new definitions of these terms have been created in subsections of proposed UWS 8.02. The term "immediate family," as revised, would include all persons who receive or provide more than half the support for an unclassified staff member. The definition of "confidential university information" formerly found within UWS 8.03(1)(c) has been revised and created as a new and separate definition in proposed UWS 8.02(6).

Proposed UWS 8.025 is new. This provision establishes standards of conduct with respect to outside activities. The section modifies and merges the existing UW System rules on unclassified staff outside activities, now found in UWS 7 and 14, into UWS 8. Accordingly, UWS 7 and 14 are proposed for repeal. Under the new proposal, each of the institutions of the UW System would develop standards concerning the use of university facilities and personnel, and time spent on outside activities. In addition, institutions would develop guidelines identifying categories of outside activities which are either clearly permissible, or which might give rise to a conflict of interest and should be discussed further with appropriate officials before being undertaken. The section further requires the filing of yearly reports (open to public inspection) which would describe (a) interests which an unclassified staff member has in an outside organization related to his or her academic field, in which the staff member is an officer or director or owns at least 10% of the outstanding equity; (b) private remunerative relationships between the staff member and nongovernmental sponsors of university research for which the staff member is a principal investigator; and (c) other remunerative outside activities in a staff member's field of specialization, including consulting. Changes in such relationships during the reporting year would also be reported.

The proposed revision of UWS 8.03 would repeal and recreate the entire section. The subjects dealt with in current ss. UWS 8.03(1)(e), (f) and (h)--contracting, leasing and doing business with the UW System--would be treated in a new subsection, UWS 8.03(2). Where an unclassified staff member holds less than a 10% interest in an organization doing business with the university, or where the total amount of the business within a 12 month period is under \$3,000, the provisions of the subsection would not apply. These changes parallel the rules applicable to other state employees and officials under subch. III of 19, Stats., and ch. Pers. 24, Wis. Adm. Code.

Proposed amendments to current UWS 8.03(1)(a), (b) and (c)--now found in proposed UWS 8.03(1)--would strengthen and clarify the standards pertaining to personal gain from use of a staff member's university position.

Proposed UWS 8.03(3) and (4) are new. Proposed UWS 8.03(3) prohibits unclassified staff members from participating in employment decisions affecting members of their immediate families. This addition modifies and incorporates existing Board of Regents policy. Proposed UWS 8.03(4) provides protection for students performing research work, by requiring principal investigators to inform them of any financial interests which the principal investigators might have in the research activity.

Proposed UWS 8.03(5) would allow for waiver of any part of UWS 8.03 by the Board of Regents, in certain circumstances.

Another new section proposed for inclusion in chapter UWS 8 is UWS 8.035. Under this provision, each institution in the UW System would be required to create a committee, or designate an existing committee, which would serve as an advisory body to members of the unclassified staff on ethics questions arising under UWS 8.

UWS 8.04 has been repealed and recreated to clarify and define more precisely the appropriate action to be taken to avoid a possible conflict of interest.

UWS 8.05 has been amended and reorganized to clarify applicable sanctions for violations of ch. UWS 8.

In addition, ss. UWS 2.01, 2.02, 9.01 and 9.02 are proposed to be amended to include references to ch. UWS 8. In effect, ch. UWS 8 is being substituted, in these sections, for the references to chs. UWS 7 and 14, which are proposed for repeal.

Other proposed changes in ch. UWS 8 accomplish technical revisions, such as the change in terminology from "central" to "system" administration and the elimination of the title "provost," which is no longer in use. Corrections in statutory citations have also been made.

[STATEMENT OF STATUTORY AUTHORITY]

Pursuant to the authority vested in the Board of Regents of the University of Wisconsin System by sections 19.45(11)(b) and 36.23, Wis. Stats., the Board of Regents hereby renumbers, amends, repeals and creates rules to interpret and administer sections 19.45(11)(b) and 36.23, Wis. Stats., as follows: