Entitlement

Outside of the University, employees are entitled to engage in:
- Consulting
- Employment
- Clinical Practice

Provided that it does not interfere with the assigned duties of the employee

(Article 18.6.1)

Consultation

Before making a commitment to engage in activities outside the university, employees shall discuss with their Department Head, or Dean (non-departmentalised college) to determine if the proposed work may interfere with their assigned duties

(Article 18.6.1)

Reporting

All outside consulting, employment, and clinical practice in excess of 12 working days per year, except that performed on weekends, vacations, and holidays, shall be reported annually to the Department Head, Dean and the President

(Account 18.6.2)

For work outside the University, an employee may charge and retain a fee appropriate to the nature of work

(Account 18.6.3)

In the College of Dentistry and WCVM, all fees received for activities that are part of an employee’s assigned duties shall be paid to the University

(Account 18.6.4)

If consulting, employment, or clinical practice will interfere with the employee’s assigned duties, the employee must obtain written approval from Department Head, Dean and the President

(Account 18.6.1)

*Clinical Earnings and professional fees received by clinicians in the College of Medicine that arise from clinical duties are not subject to the provision of this Agreement

(Account 18.6.6)

*Clinicians in the College of Dentistry are entitled to devote two half-days a week to private practice outside of assigned duties

(Account 18.6.7)
### Article 18.6 Example Activities
(Consolidated from Reports in 2016-2020)

<table>
<thead>
<tr>
<th>Categories</th>
<th>Specific Examples within the Category</th>
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| **Expert or witness consulting work for community/legal/government groups** | - Consulting on Aboriginal and Treaty rights for several Canadian First Nations and US Tribal Communities  
- Preparing a technical report on caribou management for the Arctic Borderlands Ecological Knowledge Co-op  
- Consulting work on health management to reduce ecological impacts  
- Facilitated sessions and consulting work to draft a business charter to deal with local governance issues at a number of First Nations in SK  
- Consulting for Federated Cooperatives Ltd on business unit strategic plans  
- Consulting for the Canadian Judicial Council and the Public Complaints Commission  
- Contract work with Environment and Climate Change Canada  
- Geotechnical reports for engineering projects and consulting work  
- Expert reviews for engineering consulting projects  
- Engineering trouble shooting, problem definition and scoping of research and development projects  
- Language translation services |
| **Professorial appointment or related work at another university to teach courses, conduct research, visit labs, graduate student work/supervision** | - Working with University in China to run a research laboratory and conduct collaborative research  
- Visiting Professorship appointment at the Jangellonian University in Poland, taught M.A. seminars  
- Part-time professor at the University of Southern Denmark, including research work  
- Research adjunct at the University of Alaska Fairbanks, doing research  
- Inner Mongolia Agricultural University in China, delivered a series of lectures  
- Delivered lectures and seminars at the Huazhong Agricultural University in China  
- Taught at the Huei Institute of Fine Arts as an adjunct professor and program consultant  
- Mentorship graduate work at the University of Washington  
- Taught a course at the University of Birmingham through their summer school |
| **Medical/clinical work including private practice** | - Clinical Practice at the Faculty Practice Clinic in the College of Dentistry  
- Private dental practice as a paediatric dentist, split between 3 Saskatoon clinics  
- Clinical Perfusion work at the Saskatoon Health Region  
- Clinical RN work at the hospital (doesn’t say which hospital) in Saskatoon  
- Equine Surgery Locum work in Germany and Australia  
- Clinical work for radiology through the University Medical Imaging Consultants  
- Oral surgery and microscopic biopsy work for the Saskatoon Health Region  
- Casual nursing position  
- Casual RN work for the Saskatchewan Health Authority |
### Review of curriculums or programs for a university
- Reviewing the Cree Curriculum for the Indigenous Language Program
- Preliminary reviewer for the APEGs Academic Review Committee for electrical and computer engineering applicants applying to their Engineer-in-training program

### Board of Directors, Committee, and Chair Work
- Member of the Scientific Advisory Committee for the Healthy Grains Institute
- Saskatoon Farmers Market Board work
- Work for the International Institute of Tropical Agriculture Board of Directors
- EMS work/meetings
- Work for the board of the Canada Foundation for Innovation through the Governor in Council
- Advisor for the Saskatchewan pandemic response through the Public Health Surveillance unit and the Ministry of Health Authority
- Served on the management committee for Pinehouse Business North

### Research work
- Conducting field research on food security and nutrition for the International Fund for Agricultural Development
- Research work for the Macdonald-Laurier Institute in Ottawa on public policy
- Working at the Canadian Light Source
- Research for a fish stranding study through Fisheries and Oceans Canada

### Reviewing work
- Grant review work
- Royal College of Physicians and Surgeons Canada Internal Oral Examinations Committee review work
- Reviewing reports at the Canadian Centre on Substance Abuse and Addiction
- Radiology reporting and reviewing services

### Dramatic/Artistic work
- Performed in the Saskatoon Opera Association's Production of *Don Giovanni*
- Employed as an actor in *Pride & Prejudice*
- Set and light design for *Penelope* with the Ferre Play Theatre
- Set designer for *Reasonable Doubt* with Persephone Theatre

### Other – no specific category
- Employed at the Pyeong Chang Winter Olympics in 2018
- Started a company with two former grad students and outside investors based on USask research
- Publication of a book, will receive author royalties
- Owner of Saskatoon of a local business
- Training and development work for the Saskatoon Public Library
- Helped out at a conference to host Maori visitors at the University of Blue Quills