

and the amount of his or her time likely to be involved[, prior to the commencement of that service;] **The request must be approved in advance by the supervisor within 10 working days and shall indicate** [~~and shall receive a prompt written determination by the President of DRI~~] that the intended compensated outside professional service is not in conflict with any obligations currently incurred or assumed by the Institute. Activity in new areas not presently a regular part of the DRI efforts will not be considered to be in conflict even [, ~~for such an involved faculty member,~~] if DRI subsequently moves into such work.

7. **When a supervisor believes that a conflict exists with obligations currently incurred or assumed by the Institute regarding a faculty member's consulting activities, the supervisor shall inform the faculty member of these concerns and negotiate a mutually acceptable course of action. If a mutually acceptable course of action cannot be negotiated, the faculty member or the supervisor may request the DRI Senate to appoint a panel of three DRI professional members to hear and evaluate the evidence and make a recommendation to the Senate for transmission to the President. The President will review the recommendation and render a final decision. The President may require the faculty member to cease performance of existing obligations while the faculty member remains a DRI employee.**

[4] 8

[8] **12.** A faculty member working independently on his or her own time may obtain patents or copyrights on the results of his or her work, **providing DRI resources were not used in the preparation of the inventions or copyrighted work.**

[9] **13.** Records are to be kept **annually by each supervisor** of all approved consulting activities. Monthly reports of consulting time will be submitted **by the faculty member** to the ~~President~~