

**Subject:** "REPORT of OUTSIDE EMPLOYMENT or PROFESSIONAL ACTIVITY for FAU EMPLOYEES"

**From:** [James Tracy](#)

**Date:** Tuesday, October 20, 2015 10:32 PM

**To:** [Timothy Lenz](#), [Susan Reilly](#)

**Cc:** [Robert Zoeller](#), [Christopher Robe](#), [jamestracy@startmail.com](mailto:jamestracy@startmail.com)

**Attachments:**

- [Screen Shot 20...png \(85.5KB\)](#)
- [2013-02 Tracy ...docx \(21.7KB\)](#)

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Dear Susan and Tim,

I am sending along an email received today from my department chair concerning the "REPORT of OUTSIDE EMPLOYMENT or PROFESSIONAL ACTIVITY for FAU EMPLOYEES." Briefly, the chair's email suggests that most of us shouldn't worry about the form. This is misleading because the form itself suggests otherwise. While the chair states that such forms need to be completed only by those with "outside employment income," the specific language of the form's title and subheadings is unambiguous, with categories underneath the heading "PROPOSED EMPLOYMENT/ACTIVITY" distinguishing between "Employment," "Other Professional Activity," and "Other Compensated Activity."

Like the administration's confusing policy on Article 5.3(d), it might be appropriate for the unit's representatives to ask for clarification concerning the form, the information such a document seeks to collect, and to whom the policy actually applies. For example, in my situation I have extracurricular writing ventures that the university has seen fit to publish on my faculty profile page (attached "... regular contributor to [GlobalResearch.ca](#)") and "News" items on the SCMS website after I received Project Censored awards. At the same time, because my work generated controversy on two occasions, the administration forged a special agreement with me (also attached) indicating that such activity is non-professional and invoking Article 5.3(d).

As you may know, in January 2013 I was directed by Coltman and Alperin to fill out such a form. Yet upon consulting Michael Moats I was informed that department chairpersons are in no position to tender such documents, and that the form was inappropriate to the matter at hand. I responded to Coltman accordingly. This was before the Outside Activity form in question was revised in 2014.

Perhaps to illustrate my situation and other potential scenarios a bit more, I was recently asked to regularly contribute pieces to a major Russian news outlet's opinion section for which I would be paid. Since money would be passing hands this surely would make filing such a form appropriate. (This is what in-unit faculty are being led to believe.) Yet the nature and extent of such work would be comparable to material I've already been producing on my own time without compensation—work that the university may or may not acknowledge, depending on exactly where one looks online. In either instance, what are the potential consequences for failing to report such activities? As with 5.3(d), one doesn't know until disciplinary action is taken.

There is no immediate need to respond. This is simply for your consideration and to have on the record.

Thanks.

Jim

James F. Tracy Ph.D.  
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tel. 561-297-4808  
Skype: james.tracy10  
<http://www.fau.edu/scms/tracy.php>

Begin forwarded message:

**From:** David Williams <[dcwill@fau.edu](mailto:dcwill@fau.edu)>  
**Subject: FW: outside employment forms**  
**Date:** October 20, 2015 at 9:49:09 AM EDT  
**To:** Athena Murray <[murraya@fau.edu](mailto:murraya@fau.edu)>, Bradley Lewter <[blewter@fau.edu](mailto:blewter@fau.edu)>, Becky Mulvaney <[bmulvane@fau.edu](mailto:bmulvane@fau.edu)>, Christopher Robe <[crobe@fau.edu](mailto:crobe@fau.edu)>, Christine Scodari <[cscodari@fau.edu](mailto:cscodari@fau.edu)>, Patricia Darlington <[darlingt@fau.edu](mailto:darlingt@fau.edu)>, David Williams <[dcwill@fau.edu](mailto:dcwill@fau.edu)>, Deandre Poole <[dpoole3@fau.edu](mailto:dpoole3@fau.edu)>, Shane Eason <[eason@fau.edu](mailto:eason@fau.edu)>, Fred Fejes <[fejes@fau.edu](mailto:fejes@fau.edu)>, Gerald Sim <[gsim@fau.edu](mailto:gsim@fau.edu)>, "[guneratn@fau.edu](mailto:guneratn@fau.edu)" <[faucorrespondence@yahoo.com](mailto:faucorrespondence@yahoo.com)>, Ilene Prusher <[iprusher@fau.edu](mailto:iprusher@fau.edu)>, Joey Bargsten <[jbargste@fau.edu](mailto:jbargste@fau.edu)>, James Tracy <[jftracy@fau.edu](mailto:jftracy@fau.edu)>, Kevin Petrich <[kpetrich@fau.edu](mailto:kpetrich@fau.edu)>, Laura Winn <[lwinn@fau.edu](mailto:lwinn@fau.edu)>, Francis McAfee <[mcafee@fau.edu](mailto:mcafee@fau.edu)>, Michael Hofmann <[Mhofmann@fau.edu](mailto:Mhofmann@fau.edu)>, Noemi Marin <[nmarin@fau.edu](mailto:nmarin@fau.edu)>, Neil Santaniello <[nsantane@fau.edu](mailto:nsantane@fau.edu)>, "[pendakur@fau.edu](mailto:pendakur@fau.edu)" <[pendakur@fau.edu](mailto:pendakur@fau.edu)>, Robert Bailyn <[rbailyn1@fau.edu](mailto:rbailyn1@fau.edu)>, Ruth Von Spalding <[rspaldin@fau.edu](mailto:rspaldin@fau.edu)>, Stephen Charbonneau <[scharbo1@fau.edu](mailto:scharbo1@fau.edu)>, Susan Reilly <[sreilly@fau.edu](mailto:sreilly@fau.edu)>, Stephen Heidt <[sheidt@fau.edu](mailto:sheidt@fau.edu)>, William Trapani <[wtrapan1@fau.edu](mailto:wtrapan1@fau.edu)>

Greetings all-

Just a friendly reminder that if you have outside employment income, you will need to fill out the linked outside employment form (below).

Thanks  
David

**From:** Heather Coltman  
**Sent:** Tuesday, October 20, 2015 9:27 AM  
**To:** Aimee Arias; Barclay Barrios; Rebecca Lautar; Benno Lowe; David Williams; Desmond Gallant; eric; Michael Harris; Linda Johnson; Lynn Appleton; Marcella Munson; Michael Horswell  
**Subject:** outside employment forms

Just a reminder to have faculty fill these out and submit for your signature.

<http://www.fau.edu/hr/files/OutsideBusinessV2.pdf>

Dr. Heather Coltman, Dean  
Dorothy F. Schmidt College of Arts and Letters  
Florida Atlantic University  
Boca Raton, FL 33431  
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## ABOUT

### **James Tracy**

PhD, University of Iowa

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**Areas of Expertise:** Media History and Analysis, Political Economy of Communication

James Tracy teaches courses examining the relationship between commercial and alternative news media and socio-political issues and events. His recent work has been published in *Journalism Practice, Work, Organisation, Labour and Globalisation*, and two edited volumes. He is editor of *Democratic Communiqué*, journal of the Union for Democratic Communications, an affiliate of Project Censored, and a regular contributor to [GlobalResearch.ca](http://GlobalResearch.ca).

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## RECENT PUBLICATIONS



Monograph: Tracy, J. F. *"A Historical Case Study of*

----- Original Message -----

**Subject:** Re: FW: Annual Assignment

**From:** [Robert Zoeller](#)

**Date:** Wednesday, October 28, 2015 11:32 AM

**To:** [James Tracy](#)

Jim

We're going to address this in collective bargaining. As you observe, this is part of a larger problem. And just one of many lately!

Bob

On Wednesday, October 28, 2015 9:37 AM, James Tracy <jamestracy@startmail.com> wrote:

Bob,

Thank you for your response. FYI, I also bcc'd the 10/26 email to Susan Reilly and Tim Lenz. Susan has suggested bringing this up at the Nov. 6 EC meeting.

Below is the response from my chair David Williams concerning my email requesting clarification.

Jim

On Wednesday, October 28, 2015 9:28 AM, James Tracy <jftracy@fau.edu> wrote:

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**From:** David Williams  
**Sent:** Tuesday, October 27, 2015 12:58 PM  
**To:** James Tracy  
**Subject:** RE: Annual Assignment

Jim-

The conflict of interest regulations are nothing new. The Oct 20 email you reference had the same form as the one listed in the terms and conditions box. Here is the body of that Oct 20 email (and I am ccing Dean Coltman since it is her email that you have referenced):

**From:** Heather Coltman  
**Sent:** Tuesday, October 20, 2015 9:26 AM  
**To:** aimee; barclay; Becky Lautar ([rlautar@fau.edu](mailto:rlautar@fau.edu)); ben; david williams; des; eric; harris; Linda Johnson ([ljohnson@fau.edu](mailto:ljohnson@fau.edu)); lynn; marcella; michael horswell  
**Subject:** outside employment forms

Just a reminder to have faculty fill these out and submit for your signature.

<http://www.fau.edu/hr/files/OutsideBusinessV2.pdf>

Dr. Heather Coltman, Dean  
Dorothy F. Schmidt College of Arts and Letters  
Florida Atlantic University  
Boca Raton, FL 33431  
[coltman@fau.edu](mailto:coltman@fau.edu)  
561-297-3801

Your interpretation of this email seems to me to add layers of things not here. And again the form is the same. I fail to recognize any inconsistency...

Your assignment as listed is exactly the same as the one you signed previously. Please sign it at your earliest opportunity.

David