

**Section 11.6      Outside Employment or Consulting Services**

Faculty members may engage in employment or consulting services outside of the College, provided notice of such employment is provided to the College in advance when possible, but in no event later than ten (10) business days prior to commencement of employment or consulting engagement. Outside employment and consulting services which may violate professional ethics, present a conflict of interest, or that may negatively impact an employee's ability to perform his or her primary responsibilities to the College are prohibited. Outside employment and consulting services may not involve processes or documents which were developed in the course of performing duties and responsibilities to the College and which might reasonably be considered College property. Outside employment and consulting services may only be performed outside of normal College duty hours or by using approved leave. The President will establish administrative procedures to ensure that such outside employment does not conflict with or does not reduce the capability to perform required functions as an employee of Lake Sumter State College. In the event a conflict between primary employment with the College and outside employment or consulting services ~~does occur, the procedure will include a method for the resolution of such conflict~~ the faculty member's employment with the College shall take precedence and the employee will be required to cease the conflicting outside employment or consulting services. A faculty member shall have the right to any ~~consultant~~ fees earned for outside employment or consulting services which are not in violation of the laws of the State of Florida.