**ARTICLE XXX**

**OUTSIDE EMPLOYMENT**

The primary professional responsibility of full-time members of the bargaining unit, including value and scholarship responsibilities as outlined in this Agreement, is to Rider University. Outside employment, whether or not related to the professional competence of such unit member, which involves (1) commitments which conflict with the normal workweek performance of the individual’s responsibilities to Rider University, (2) any rendering of professional services similar to those performed at Rider University at another institution offering post-secondary education, or (3) being a full-time employee of any other organization, shall be reported, in writing, prior to its commencement, to the bargaining unit member’s Dean or the Director of Athletics.

If the Dean or Director of Athletics determines that such outside employment impinges upon or conflicts with the individual’s professional responsibilities to Rider University or competes with the services offered by Rider University, they may direct such individual to refrain from engaging in such outside employment, provided such determination shall not be arbitrary. Such a determination may be grievable pursuant to Article XXII (“Grievance and Arbitration Procedure”), set forth elsewhere in this Agreement. However, pending a determination of any such grievance, such individual shall not be required to refrain from engaging in such outside employment, unless the University alleges that such employment will cause immediate and irreparable harm in which case the University may invoke the expedited arbitration provision of Article XXII, including the cease and desist provision contained therein.

Copies of all reports concerning outside employment and any detrimental response to such report shall be provided to the AAUP by the appropriate Dean or the Director of Athletics.

Outside employment which does not involve the rendering of professional services similar to those performed at Rider University and which occurs either during the summer periods or during a vacation period need not be reported.