

**VI-6.20 – USM POLICY ON OUT-OF-STATE WORK FOR EMPLOYEES**

(Approved by the Board of Regents on April 29, 2022)

**I. APPLICABILITY**

This policy applies to all employees of the University System of Maryland (USM), across all regular and non-regular categories of faculty, staff, and student employment.

**II. PURPOSE**

This policy requires each USM institution to develop a policy on Out-of-State Work under the authority of its President, to define the terms and conditions under which an employee may perform work duties from a location outside the state of Maryland, including from outside the country, when it is determined to be in the best interests of the institution. This includes circumstances when an institution authorizes an employee who lives outside the state or country to telework from that location, pursuant to the institution's telework policy, procedures, and agreement; when an institution's emp

## **USM Bylaws, Policies and Procedures of the Board of Regents**

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1. at its sole discretion, require an employee to perform all or some of their job