

## Policy 01-04-003, Exhibit A

### EXAMPLES OF CONFLICT OF INTEREST AND CONFLICT OF COMMITMENT

#### Conflict of Interest

A “Conflict of Interest” or “COI” arises when UMHS faculty, house officer and staff enter into relationships that lead to or have the potential to result in personal or a Family Member’s gain. Examples of potential COIs include:

- Owning stock, stock options or other ownership interests in a company that sponsors UMMS research in which you participate
- Using software you developed and that is licensed to an outside company you partially own and you use this software in your UMHS work
- Being an employee, manager, consultant, partner, director or officer to an outside organization (for-profit or non-profit) in which you participate in decisions at UMHS related to this organization (e.g., purchasing, contracting)
- Accepting a gift or loan from a company in which you participate in decisions at UMHS related to that company
- Assigning a textbook that you authored for use by UMHS students or trainees
- Acting as an expert witness against UMHS
- Making purchasing decisions at UMHS for an outside organization for which your Family Member has an interest
- More than incidental use of UMHS resources for an outside organization

While definitions of COI and COC purposefully draw clear distinctions between the two, outside activities or relationships often result in both types of conflicts being present.

#### Conflict of Commitment

A “Conflict of Commitment” or “COC” involves attempts by UMHS faculty, house officers and staff to balance UMHS responsibilities with external activities (e.g., consulting, public service or *pro bono* work) that result in conflicts regarding the allocation of time and energy related to their UMHS work or position. Typically, a COC arises when UMHS faculty, house officers and staff enter into relationships outside their regular UMHS employment that involves significant commitments of time and/or personal effort.

For purposes of Faculty, Adjunct Faculty and Visiting Faculty, a COC does not involve activities that are a part of their role at UMHS. Examples of these types of activities include:

- Grant reviews for federal agencies
- Faculty service at the Veterans Administration
- Service as an editor for professional journals
- Service on an advisory group for other universities
- Positions with academic societies
- One-time lecture, telephone call or grand round presentations that do not contemplate an ongoing relationship throughout the year