



UMHS HOM

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UMHS Conflict of Interest and Conflict of Commitment Governing Principles

UMHS and its faculty and staff are responsible not only for furthering the missions of the University and UMHS, but also for collectively protecting these missions.

- This includes protecting their patients, research subjects, students, trainees, faculty, colleagues, staff, research, and the public from the negative consequences associated with a COI or COC and with maintaining public trust.
- UMHS faculty, staff, students and trainees all bear a shared responsibility for oversight; yet each remains accountable for the effectiveness of the COI and COC management process.

No outside interest of UMHS faculty, staff, student or trainee should interfere with or compromise this obligation to further and protect the missions of the University and UMHS.

UMHS recognizes that enormous benefits accrue to the public from the commercial development of medical innovations made in academic medical centers. Relationships between industry and academia enable these innovations to move from the experimental to applied setting, preserve medical progress, and improve the health of the citizenry.

- These relationships are encouraged when they enhance the missions of the University and UMHS.
- In the case of non-professional outside activities, such approval may be granted only when it appears that such activity will not interfere with the performance of University duties or impair the usefulness of the faculty member as a teacher and a scholar (See Regent Bylaw 5.12).

The success of relationships between industry and academia are critically dependent upon maintaining openness, scientific integrity, independence, and public trust.

An appropriate COI and COC management process should promote healthy industry and academia relationships and ensure that they remain principled, protective of patients, research subjects, students, trainees and scientific integrity, and capable of withstanding intense public scrutiny.

The UMHS COI and COC management process should be rational, well-publicized, transparent, consistently applied, and supported through effective sanctions.

The COI and COC management process at UMHS is designed to:

- Maintain public trust,
- Protect patients, research subjects, students and trainees from more than minimal risks associated with COI or COC,
- Promote the education of students and trainees that encourages critical thinking, recognition of potential influence from outside interests or relationships, and the development of the careers of students and trainees,
- Ensure the integrity and independence of research and clinical care,
- Promote the integrity of decision-making,
- Safeguard the open access to data and the timely publication of research results,
- Promote ethical actions by UMHS faculty, staff, students and trainees, and
- Ensure appropriate use of University and UMHS resources.

When there is a potential for more than minimal risk to patients, human subjects, students or trainees in matters involving a COI or COC, the level and extent of conflict management increases. The conflict management strategies adopted will reflect the varying degrees of risk to patients, human subjects, students and trainees.

Failure to comply with these COI Governing Principles, Operational Guidelines or other COI or COC requirements are subject to review under both the University and UMHS policies on discipline and misconduct. Potential sanctions under these policies range from verbal warning to termination of employment.

In order to implement these Governing Principles, [Operational Guidelines](#) will help guide UMHS faculty, staff, students and trainees in the UMHS COI and COC management process.

