Conflict of Interest

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| Personally accepting payment from the research sponsor for non-research travel or other gifts | Serving as a director, officer, or other decision-maker for a commercial sponsor of a clinical research study |
| Obtaining royalties or being named as an inventor on patents for the products being evaluated in the clinical research or products that could benefit from the clinical research | Holding stock or stock options with a commercial sponsor of clinical research (unless the amount held is below a specific threshold) |
| Receiving payments based on the research recruitment or outcomes | Receiving compensation for services as a consultant or advisor to a commercial sponsor of a clinical research study |
| Having personal or outside relationships with the commercial sponsor of the clinical research | Receiving honoraria from a commercial sponsor of a clinical research study |
| Serving on the board of directors or scientific advisory board of an organization that provides financial support for the employee to conduct university research | Having financial interest above the applicable established levels in companies with similar products known to the investigator to be competing with the product under study |