How to Succeed in Academic Medicine at UF

Guy I. Benrubí, M.D.
Professor and Chair, Obstetrics and Gynecology
Senior Associate Dean for Faculty Affairs
Outside Activity

- Primary professional responsibility is to the University.

- "Outside activity"
  - Any compensated or uncompensated, which is not part of the employee's assigned duties and for which the University provides no compensation.
    - Private practice, private consulting, employment, teaching, research, business (including managerial interests or positions)

- “Conflict of Interest”
  - Any conflict between the private interests of the employee and the public interests of the UF or the State of Florida
  - Any outside activity or financial interest which interferes with the full and faithful performance of the employee's professional or institutional responsibilities or obligations, including but not limited to conflicts of commitment.
Outside Activity

- Disclosure and Approval Procedures
  - Outside Activities Form
    - Requires department chair and dean’s office approval…prior to engaging in the activity
    - Approval is granted for a specific period of time, not to exceed one (1) year ending June 30th
    - Form must be submitted and re-certified annually by July 1st for each subsequent year for as long as you continue to engage in such activity or have such conflict of interest.
    - An employee's failure to report activities or financial interests, or follow any conditions imposed pursuant to the University's approval of such activities or interests may be grounds for disciplinary action.
Industry Conflicts of Interest

- Industry-sponsored speakers’ bureaus are prohibited.
- Food/Entertainment. COM personnel may not accept meals or gifts if sponsored or provided by Industry.
  - Exceptions to this prohibition are made for food:
    - Provided as part of an ACCME-approved activity
    - Provided to all attendees at meetings or conferences held by an academic society or other non-profit organization.
- Industry funding may not be accepted for departmental meetings, retreats or social events.
- Industry requesting to support the educational mission of the COM may provide educational grants and gifts to the University.
Industry Conflicts of Interest

- Travel to Meetings/Honoraria for Attendance
  - COM personnel are not permitted to accept travel funds or payment from Industry to attend a meeting or conference
  - Exceptions to this prohibition:
    - reasonable reimbursement for travel to provide contractual services (e.g. consultant) to Industry pursuant to an approved outside activity
    - to view capital equipment *in situ* if the equipment is being considered for purchase or to receive training in the use of the equipment as part of the COM personnel’s University duties
      - Industry pays the monies for the travel to the UF and UF pays the travel reimbursement to the employee
  - Travel for COM personnel attending professional meetings
    - Allowed under grants to the University that by their terms allow for the support for such travel.
Industry Conflicts of Interest/Industry Academic Relations

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