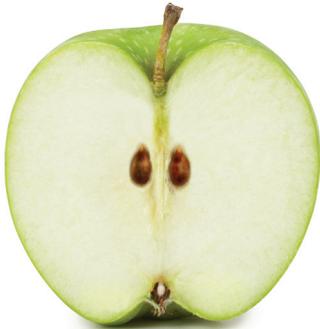


What's the best form of  
preventive medicine?



## Transparency.



### Reveal outside financial interests

The University of California is respected around the world for its education, research and public service. Industry collaborations can be healthy for your academic career. However, to protect your reputation, disclosure is the best medicine.

That's why all UC employees—faculty, staff, students and trainees—must be completely transparent about their outside financial interests. You must ensure there isn't a conflict between the work you're doing for UC and your involvement or investment in any outside entity.

Do your part to ensure you minimize or eliminate any conflicts of interest by consulting with your campus resource at <http://ucal.us/COI>. We are here to help.

### Start-up right

If you're involved in starting up a company, you probably have several questions:

Can I serve on the board of my start-up? Can I accept research money from it? How about consulting fees? What about founders' stock?

Go to <http://ucal.us/COI> and contact your campus resources today to find out the answers to these questions and more. Don't just rely on rumors for information. There are experts here to help and advise you.

As a full-time UC employee, your primary responsibility is to the university. Make sure there isn't a conflict between the work you're doing for UC and the business activities of your start-up.

### Disclosure is important

Full financial disclosure is a critical part of research integrity at UC. If you're doing any outside writing, speaking or consulting work, you need to disclose all relevant information, including any financial or personal interests. This is crucial for maintaining scientific credibility among your peers and with the public.

Publishing is obviously a very important part of a faculty member's career. However, before you submit your manuscript, be aware that each journal may have different disclosure requirements. Likewise, you have a responsibility to disclose all pertinent information when taking research money or serving on a board.

### Not all gifts are acceptable

There's no such thing as a free lunch. Meals can be considered unacceptable gifts. The rules at UC about what may be accepted as a gift are complex. If you need help, go to <http://ucal.us/COI> and contact your campus resources.

It's important to avoid any real or perceived bias as a result of accepting a gift. In addition, UC employees must never allow a personal financial interest to influence a UC decision.

So no matter how you slice it, being open is the best way to a long and healthy career.

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