

**Conflict of Interest, Conflict of Commitment and Outside Activities
Decision Matrix for Outside Activities**

Outside Activity	Prior Approval Required	Annual Disclosure	Activity allowed during regular work hours?
<p align="center"><u>Category 1</u> Activities that contribute to the mission of the Health Science Center</p> <p>A. Federal, state, or local government agency committee, panel, or commission; B. Editor of professional journal; C. Journal manuscript, book manuscript, grant or contract proposal review; D. Scholarly talk, seminar, or lecture for US non-profit or Government agency; E. Scholarly communication or work (e.g. books, journal articles, movies, and television productions); F. Professional or scholarly society committee member, officer, or board member; G. Government or non-profit organization advisory committee; H. US non-profit or Government sponsored travel; I. Military reserve unit of Texas or of the United States.</p>	NO	YES	YES (provided no COC)
<p align="center"><u>Category 2</u> Other Outside Activities</p> <p>A. Outside employment, consulting, or compensated professional activity, (see exclusions in Categories 1, and 3); B. Board of for-profit entity regardless of compensation (see exclusions in Categories 1 items B & F, and 3); C. Board of religious organization with equivalent services to UT Health San Antonio; D. Uncompensated activity that reasonably appears to create a conflict of interest.</p>	YES	YES	NO
<p align="center"><u>Category 3</u> Unrelated outside activities that are personal in nature</p> <p>E.g.: service to a religious organization, other than as described in Category 2(c); boards of municipalities, political organizations, neighborhood associations, school systems, etc.; youth sports or recreation leagues; or affinity groups.</p>	NO	NO	NO
<p align="center"><u>Category 4</u> Substantial Interest in a Business Entity or Gifts over \$250; or Outside activities and financial interests of family members if they reasonably appear to create a conflict of interest</p>	NO	Yes, if COI	N/A
<p align="center"><u>Category 5</u> School's Professional Practice Plan</p> <p>Professional fees generated for all patient care services, court appearances, depositions, or legal consultations by MSRDP, DSRDP, or NSRDP members.</p>	YES	YES	YES
<p align="center"><u>Category 6</u> Work or activity with non-Health Science Center entities or individuals that are part of your Health Science Center responsibilities</p>	NO	NO	YES

*For full details please refer to HOP 10.1.9.

** Prior Approval and reporting requirements of HOP 10.1.9 do not nullify departmental requirements that govern outside activities or interests.