

Applicability for Management of Consulting Agreements by CU Anschutz Innovations

Effective Date: 2026-01-05

Responsible Office: CU Anschutz Innovations

Applies To: All School of Medicine faculty who have entered into a Member Practice Agreement.

The CU Innovations process applies to all relationships where income is earned for professional, consulting, advisory, or similar services. Examples include:

- Administrative services
- Consulting services, including legal consulting
- Teaching, lecturing, and training
- Work-for-hire or product development
- Honoraria, unless they qualify as “Exempt Honoraria”

All forms of payment are included, such as:

- Cash payments
- Deferred compensation (qualified or non-qualified)
- Stock options (qualified, statutory, or non-qualified)
- Warrants, phantom stock, restricted stock, stock appreciation rights
- Any other similar benefit or compensation plans

Exempt Honoraria does not have to be routed through CU Innovations. To qualify as Exempt Honoraria, the payment must meet the School of Medicine’s definition. Generally, these include:

- Modest, one-time, non-recurring payments for:
 - Lectures
 - Articles
 - Visiting professorships
 - Service on non-profit boards

The following are never treated as Exempt Honoraria and must be assigned:

- Payments from for-profit companies, even if one-time
- Consulting income of any kind
- Service or speaking fees from for-profit entities
- Industry-paid speaking engagements (always assignable)