

Conflict of Interest Peer to Peer June 4, 2019

Dr. Jim Miller

Attending: Lisa Brown, Michael Moore, Richard Garza, Jim Miller

Jim Miller, brought the meeting with a start of his PowerPoint presentation that is attached.

Where did we all come from? Competitive swimming? We look at the big picture, but we need to hone down to our own expertise. What is that expertise? What do we bring to the table?

We all wear different hats, are you are LMSC board member, coach of an elite swimmer, USMS committee member, meet director, software engineer, aquatics director...

We need to focus on you are wearing the USMS hat. No matter what part where you are coming from, you have to remember to wear your USMS hat over all. We need to look at all parts of the USMS swimmer population. Non-competitive swimmers are the bigger part of the population, but many of us come from the competitive population.

The Conflict of Interest definition: Are the decisions you are making based on your interests or for the overall organization.

Types of interest: Financial gain, Personal, Organizational, Bias (know what your biases are and be openly willing to declare those). Not all conflict are wrong, but if they involve a financial benefit then it needs to be addressed such as hosting a meet, and you are a LMSC board member. But your team may have a financial gain, you should not be voting on approving that meet. Even if it is a perception, you have to hear the perception out.

You must be transparent with any conflict of interest. Have a conflict of interest statement in your meetings. And if it happens then make sure it is in the minutes.

For example, maybe you change jobs and you are bidding for a LMSC or USMS contract, but if you don't disclose. That may be a problem in the future, but if you disclose it early it can be handled accordingly.

Make a declaration that you may have a conflict of interest. I am willing to leave the room if you like. And ask that if anyone perceives a conflict of interest. Openly discussing the subject, if you have any questions and then I will happily answer any questions and will step out when you start the discussion.

Also, if you feel someone else has a conflict of interest, ask them to leave the part of the discussion and decision so that conflict does not interfere.

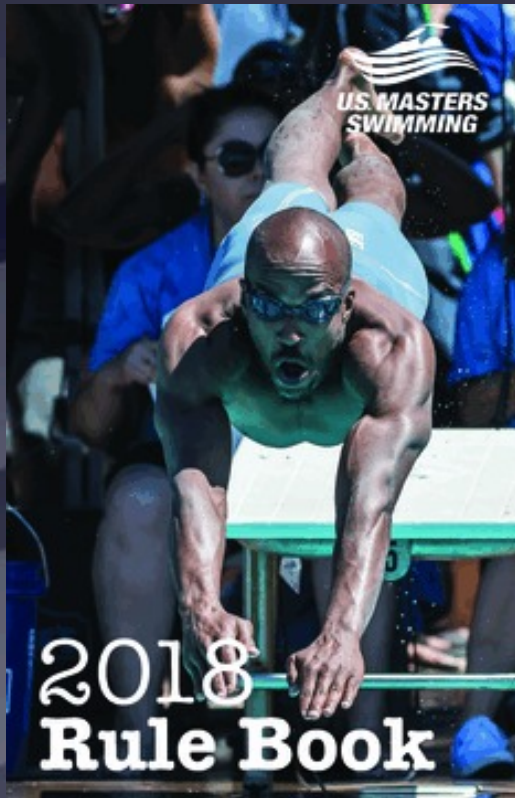
Make sure that the statement "Does anyone have a conflict of interest?" starts each and every meeting. Because it may come up and we need to be aware and be transparent.



Conflict of Interest Training



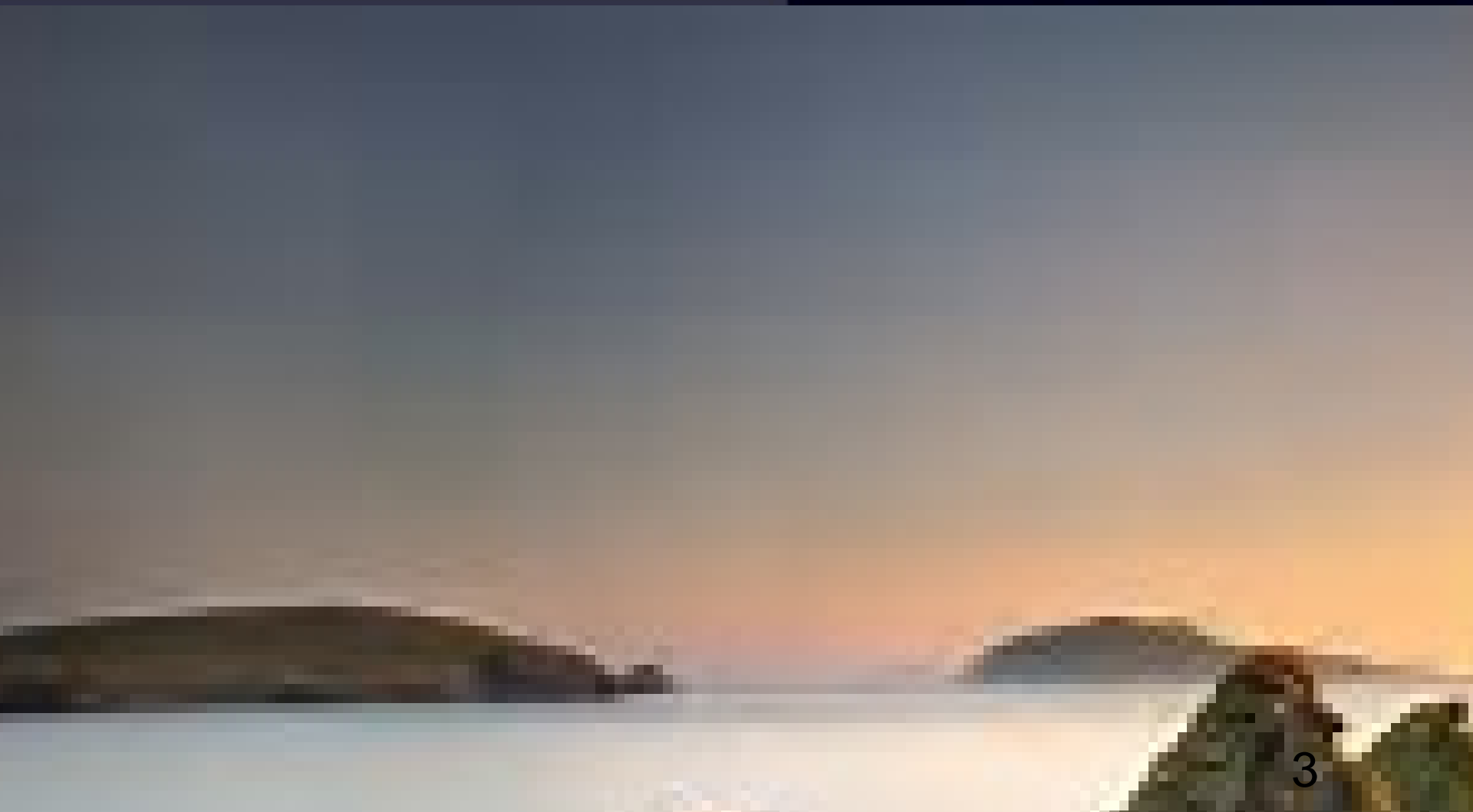
Who are you?
How did you get here?



Our Mission:
Why are we here?

*“To promote health,
wellness, fitness and
competition for adults
through swimming.”*

What is this?



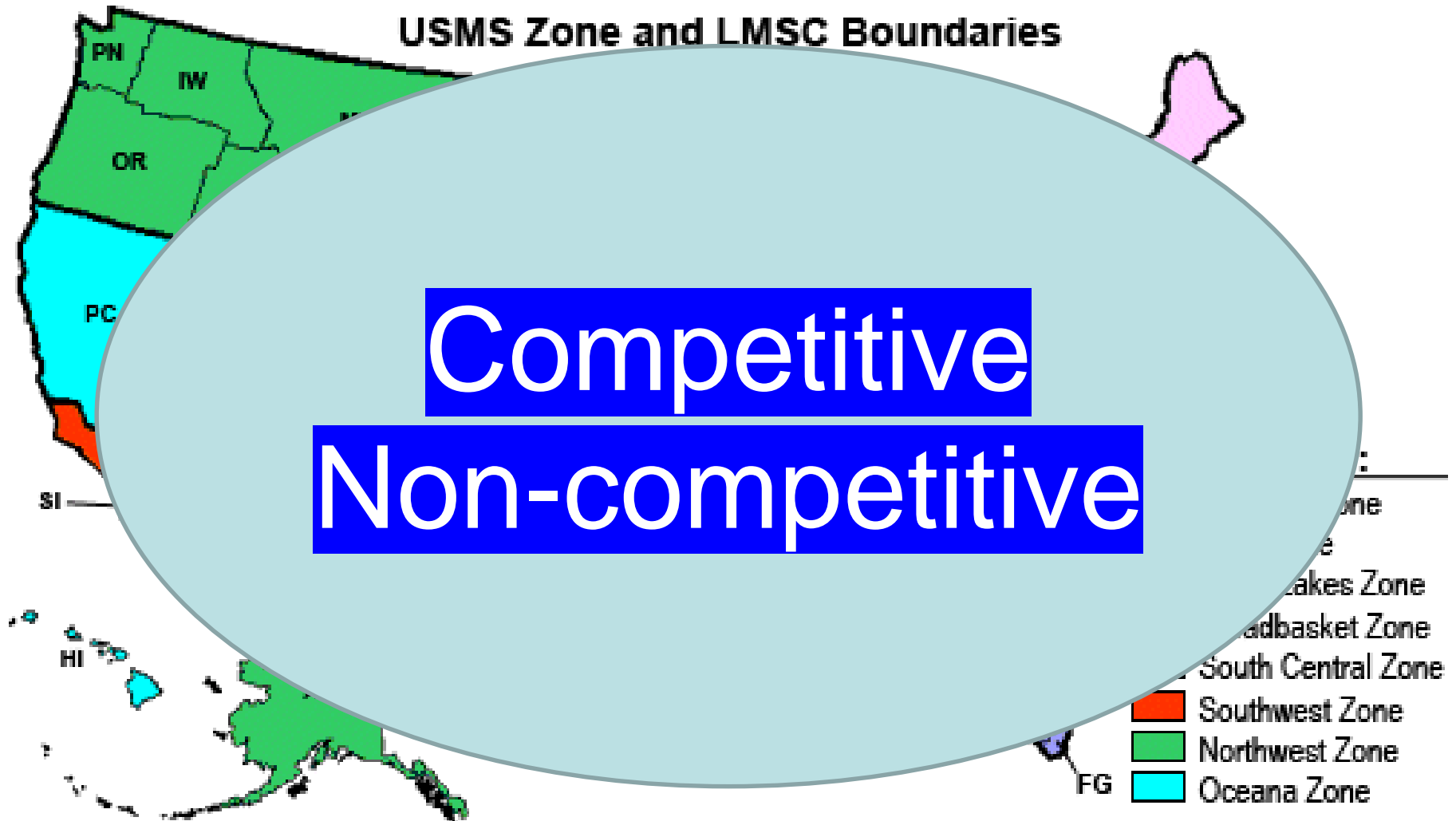
Big Picture!!



Who Are We?

USMS Zone and LMSC Boundaries

Competitive
Non-competitive



Who Are You?

**USMS
President**

Jim Miller's Wife

**VMST
Member**

Breaststroker!

**Competitive
Swimmer**

**Altria
Client
Services
Employee**

**USAS
Voting
Member**



How many hats do you wear?





Conflict of Interest Defined

“A conflict of interest exists when a board member, officer, or management employee has a personal interest that is in conflict with the interests of the organization, such that he or she may be influenced by this personal interest when making a decision for the organization.”*

*Managing Conflicts of Interest: The Board’s Guide to Unbiased Decision Making; 2013 BoardSource

Types of Potential Conflicts

Financial

Personal

Organizational

Bias

- Not all potentially conflicting interests are “wrong” (e.g. bias)
- But conflict of interest involving financial benefit should always be addressed
- Perception matters

Managing Conflicts of Interest

- **Environment**

- Establish an environment that encourages transparency and accountability by board members at any level, as well as open discussion of issues

- **Regulation**

- Have a policy to manage conflict of interest

- **Disclose**

- Annually in disclosure statement (e.g. interest in entities doing business with the LMSC)
- At the beginning of meetings based on the agenda

- **Address**

- Determine whether interested person should exit for discussion and voting
- Record resolution in the minutes

Philosophy

People may not remember what you did,
they may not remember what you said, but
they will always remember how you made
them feel.

