

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.