

**CONFLICT OF INTEREST, CONFIDENTIALITY &
FULL DISCLOSURE AGREEMENT**

1. **Conflict of Interest: Overview**

- a. Board, Committee, Task Force, subcommittee, and Working Group chairs and their membership should avoid both actual and perceived conflicts of interest that would interfere with their ability to discharge their responsibilities to the Academy.
- b. Every member of a committee or subcommittee (“committee member”), including those with responsibility for selecting speakers or topics for educational sessions at the American Academy of Audiology (“Academy”) convention, AudiologyNOW! should avoid both actual and perceived conflicts of interest that would interfere with their ability to discharge their responsibilities to the Academy.
- c. Additionally, Board, Committee, Task Force, subcommittee, and Working Group chairs and their members are required to provide full disclosure of their official duties or obligations that might affect their ability to fulfill their commitment to the Academy, and to protect proprietary Academy business information from outside disclosure.

2. **Potential Conflict of Interest Defined.** The following circumstances may potentially create a conflict of interest. A Board, Committee, Task Force, subcommittee or Working Group chair or their members:

- a. is employed by, a consultant to, or owns any financial or other proprietary interest in any entity supplying (or seeking to supply) goods or services to audiologists;
- b. receives any benefit from a third party on account of that party's past, present, or future access to participate in the Academy's convention/affairs; or
- c. receives any financial benefit from a pending decision of a committee or subcommittee of the Academy.

3. **Disclosure of the Existence of a Conflict.** If any Board, Committee, Task Force, subcommittee or Working Group chair or their membership knows, believes, or has reason to know or believe, that a conflict of interest exists with respect to any transaction involving an Academy board, committee or subcommittee, task force or working group (hereafter referred to as “organization”) to which they belong or any decision of the organization, such person shall inform their organization of the existence of such conflict of interest or potential conflict of interest immediately.

4. **Effect of the Existence of a Conflict of Interest.** In the event that it is determined that an actual conflict of interest exists, and the person has made full disclosure of the facts surrounding the conflict, then the individual must withdraw from both the deliberation and vote on the proposal under consideration.

5. **Resignation.** No individual who has an actual conflict of interest shall be required to resign his or her position with the Academy's organization solely because of the existence of a conflict. In situations where the chair of the committee or task force is involved in the conflict, the President of the Academy and the committee/task force/working group's board liaison should make a fair and full evaluation of all the facts pertaining to the conflict. In the situation where a committee or

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CONFIDENTIALITY

I understand that accepting a position as chair or member of an Academy organization carries with it a priority obligation to commit time, effort and confidentiality to the deliberations of the organization.

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FULL DISCLOSURE

I hereby disclose the following: organization(s) where I am employed, have a consulting relationship, or have other financial interest and other organizations for which I hold a voluntary position, such as committees and task forces (chair or member), board (officer or member) include:

Cincinnati Children's Hospital Medical Center

University of Cincinnati

Knowledge and Implementation in Paediatric Audiology

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Michael P Scott Digitally signed by Michael P Scott
Date: 2020.10.16 13:48:19 -04'00'

Signature

Name

Michael P Scott

All Academy (organization) involvements

10/16/2020

Date

41011329

Member Number

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University of Auckland, New Zealand

American Speech Language Hearing Association (Board)

The Hearing House, Auckland, New Zealand

American Cochlear Implant Alliance (committee)

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Holly FB Teagle

Digitally signed by Holly FB Teagle
Date: 2020.10.18 21:32:25 +13'00'

Signature

Holly FB Teagle

Name

All Academy (organization) involvements

10/18/2020

Date

Member Number

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University of South Dakota

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Jessica J
Messersmith

Digitally signed by Jessica J
Messersmith
Date: 2020.10.15 16:50:27 -05'00'

Signature

Jessica J Messersmith

Name

Leadership Council, AAA Foundation

All Academy (organization) involvements

10/15/2020

41025434

Date

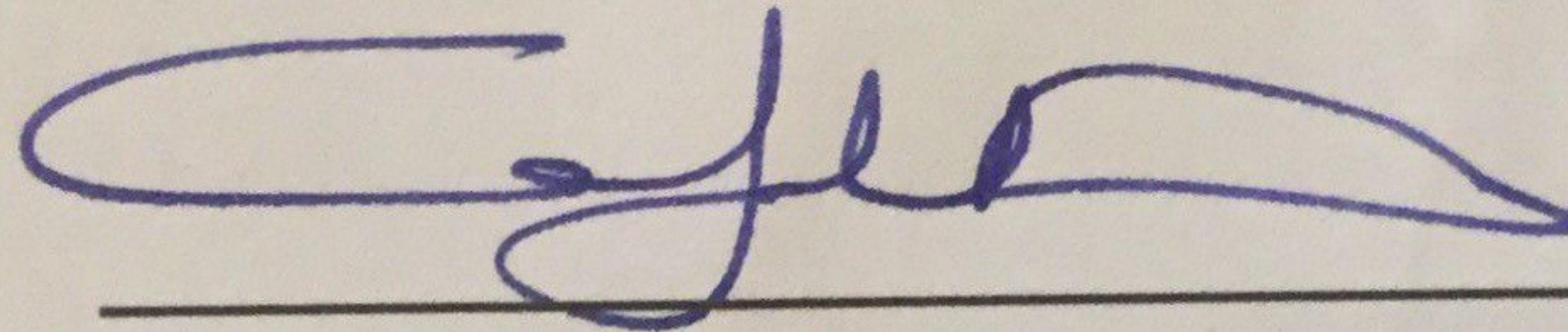
Member Number

FULL DISCLOSURE

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HEARING REHABILITATION FOUNDATION, INC (VOLUNTEER)

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.



Signature

Name

Geoffrey Plant

All Academy (organization) involvements

October 18, 2020

Date

Member Number

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University of Nebraska-Lincoln (employed)

Plural Publishing (royalties)

NIH/NIDCD (CDRC standing study section member; grant recipient)

Auditory Implant Research (board member)

Ear and Hearing editorial board

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Michelle Hughes

Digitally signed by Michelle Hughes
Date: 2020.10.20 15:31:42 -05'00'

Signature

Michelle L. Hughes

Name

All Academy (organization) involvements

10/20/2020

024559-00

Date

Member Number

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NYU Langone School of Medicine

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.



Name

Lavin Entwisle

All Academy (organization) involvements

cochlear implant best practice guid

10/15/2020

41026665

Date

Member Number

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Advanced Bionics, LLC (previous employee and consultant)

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Tom Walsh Digitally signed by Tom Walsh
Date: 2020.10.20 09:58:20
-07'00'

Signature

Name

Thomas P. Walsh

All Academy (organization) involvements

CI Practice Guidelines

10/20/2020

na

Date

Member Number

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Michigan Medicine

Envoy Medical

Wayne State University

Cochlear Americas

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Teresa A Zwolan

Digitally signed by Teresa A
Zwolan
Date: 2020.10.21 13:56:49 -04'00'

Signature

Name

Teresa A Zwolan

All Academy (organization) involvements

10-21-2020

2258800

Date

Member Number

**CONFLICT OF INTEREST, CONFIDENTIALITY &
FULL DISCLOSURE AGREEMENT**

1. **Conflict of Interest: Overview**

- a. Board, Committee, Task Force, subcommittee, and Working Group chairs and their membership should avoid both actual and perceived conflicts of interest that would interfere with their ability to discharge their responsibilities to the Academy.
- b. Every member of a committee or subcommittee (“committee member”), including those with responsibility for selecting speakers or topics for educational sessions at the American Academy of Audiology (“Academy”) convention, AudiologyNOW! should avoid both actual and perceived conflicts of interest that would interfere with their ability to discharge their responsibilities to the Academy.
- c. Additionally, Board, Committee, Task Force, subcommittee, and Working Group chairs and their members are required to provide full disclosure of their official duties or obligations that might affect their ability to fulfill their commitment to the Academy, and to protect proprietary Academy business information from outside disclosure.

2. **Potential Conflict of Interest Defined.** The following circumstances may potentially create a conflict of interest. A Board, Committee, Task Force, subcommittee or Working Group chair or their members:

- a. is employed by, a consultant to, or owns any financial or other proprietary interest in any entity supplying (or seeking to supply) goods or services to audiologists;
- b. receives any benefit from a third party on account of that party's past, present, or future access to participate in the Academy's convention/affairs; or
- c. receives any financial benefit from a pending decision of a committee or subcommittee of the Academy.

3. **Disclosure of the Existence of a Conflict.** If any Board, Committee, Task Force, subcommittee or Working Group chair or their membership knows, believes, or has reason to know or believe, that a conflict of interest exists with respect to any transaction involving an Academy board, committee or subcommittee, task force or working group (hereafter referred to as “organization”) to which they belong or any decision of the organization, such person shall inform their organization of the existence of such conflict of interest or potential conflict of interest immediately.

4. **Effect of the Existence of a Conflict of Interest.** In the event that it is determined that an actual conflict of interest exists, and the person has made full disclosure of the facts surrounding the conflict, then the individual must withdraw from both the deliberation and vote on the proposal under consideration.

5. **Resignation.** No individual who has an actual conflict of interest shall be required to resign his or her position with the Academy's organization solely because of the existence of a conflict. In situations where the chair of the committee or task force is involved in the conflict, the President of the Academy and the committee/task force/working group's board liaison should make a fair and full evaluation of all the facts pertaining to the conflict. In the situation where a committee or

subcommittee/task force/working group's member is involved, the chair and board liaison will make a full and fair evaluation of all the facts pertaining to the conflict. If a determination that an actual conflict of interest exists and is of such a continuing nature that it would be impossible for the member to discharge the duties of his or her office, then that member will be required to submit their resignation to the committee.

CONFIDENTIALITY

I understand that accepting a position as chair or member of an Academy organization carries with it a priority obligation to commit time, effort and confidentiality to the deliberations of the organization.

I also understand that I may not represent my organization, and therefore the Academy, to groups or organizations outside the Academy without the approval of the President of the American Academy of Audiology.

I also understand that during one's term of office, audiences/readership may perceive that because I am a member of the Academy organization, my presentations or writings could be perceived as actually representing the official position of the American Academy of Audiology. Therefore if a member believes that this misperception could occur, the member should state or write a disclaimer at the beginning of their presentations or writings that conforms to the following disclaimer. *"The opinions and assertions presented are the private views of the author and are not to be construed as official or as necessarily reflecting the views of the American Academy of Audiology."*

FULL DISCLOSURE

I hereby disclose the following: organization(s) where I am employed, have a consulting relationship, or have other financial interest and other organizations for which I hold a voluntary position, such as committees and task forces (chair or member), board (officer or member) include:

University of Memphis School of Communication Sci and Disorders (faculty)

ASHA SIG 8 (Audiology and Public Health) Member at Large

University of Tennessee Health Science Center (affiliated faculty)

Arkansas Children's Hospital (audiologist, PRN)

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Sarah Warren Digitally signed by Sarah Warren
Date: 2020.10.20 12:41:21 -05'00'

Signature

Sarah E. Warren

Name

AAA member

All Academy (organization) involvements

10/20/20

41020578

Date

Member Number

**CONFLICT OF INTEREST, CONFIDENTIALITY &
FULL DISCLOSURE AGREEMENT**

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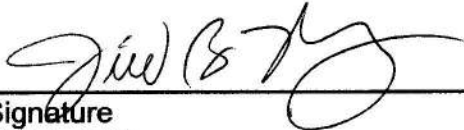
FULL DISCLOSURE

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Audiology Advisory Board member for Advanced Bionics _____

Audiology Advisory Board member for Cochlear Americas _____

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.



Signature

Jill B. Firszt, PhD

Name

All Academy (organization) involvements

10-22-20

Date

Member Number

**CONFLICT OF INTEREST, CONFIDENTIALITY &
FULL DISCLOSURE AGREEMENT**

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FULL DISCLOSURE

Laurie Eisenberg

I hereby disclose the following: organization(s) where I am employed, have a consulting relationship, or have other financial interest and other organizations for which I hold a voluntary position, such as committees and task forces (chair or member), board (officer or member) include:

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Laurie Eisenberg

Signature
Laurie Eisenberg

Name
None

All Academy (organization) involvements

10-16-20
Date

360600
Member Number

**CONFLICT OF INTEREST, CONFIDENTIALITY &
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NYU School of Medicine

Institute for Cochlear Implant Training

Executive Advisory Board Cochlear Corporation

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Signature 

Name William Shapiro AuD.

All Academy (organization) involvements

Date 10/15/20 Member Number 108200

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FULL DISCLOSURE

I hereby disclose the following: organization(s) where I am employed, have a consulting relationship, or have other financial interest and other organizations for which I hold a voluntary position, such as committees and task forces (chair or member), board (officer or member) include:

I am employed by Cochlear Limited, Sydney, Australia, NSW.

I have reviewed the American Academy of Audiology Conflict of Interest, Confidentiality & Full Disclosure Agreement. I agree to be bound by these provisions for the duration of my appointed or elected term.

Anne Beiter

Digitally signed by Anne Beiter
Date: 2020.11.03 16:34:54
-07'00'

Signature

Name

Anne Louise Beiter

All Academy (organization) involvements

November 3, 2020

Date

Member Number