

Conflict/Duality of Interest Policy for Member Leaders

Rationale

The Endocrine Society depends on member leader participation in all of its primary missions and at the highest levels of its governance. Member leaders have a fiduciary responsibility to the Society, which includes a duty to promote the overall health of, and to minimize the risks to, the Society and its stakeholders. Given that member leaders may have various extra-Societal relationships—some of which may directly or indirectly impact Society interests—any actual or potential conflicts/dualities of interest (C/DOI) must be identified and managed as appropriate.

The primary goals of the Endocrine Society's C/DOI policy are to identify potential C/DOI (or appearance of C/DOI) on the part of member leaders and to mitigate/eliminate the negative impacts that such C/DOI could have on the Society's affairs—and, in doing so, protecting the Society's integrity and reputation. Another goal of the C/DOI policy is to minimize undue restrictions on extra-Societal relationships/activities that are expected to provide a net positive benefit for the Society's stakeholders.

For the purpose of this policy, a relevant C/DOI is defined as any extra-Societal relationship that could plausibly influence (or could reasonably have the appearance of influencing) a member's actions on behalf of the Society and its stakeholders. Such may be direct financial relationships, indirect financial relationships, or non-financial relationships/activities. A direct financial relationship is one resulting in compensation paid directly to the individual for their services and/or expertise. Such payments include, but are not limited to, salary, royalties, fees, and honoraria; ownership interests (stocks, stock options); intellectual property rights; and in-kind compensation. An indirect financial relationship is one resulting in payments to another entity—often the individual's primary employer—at the direction of the individual. These include, but are not limited to, research funding where the individual's employer receives and manages the funds; and such payments may be used to defray the cost of the individual's salary, may be placed into discretionary accounts for the individual's professional activities, etc. Relevant non-financial relationships/activities include those that do not involve compensation but through which an individual's personal or extra-Societal-professional interests could be enhanced or jeopardized by actions or positions the individual may take while engaging in Society business. These may include, but are not limited to: leadership roles with a professional association, society, journal, or certification body; lobbying or advocacy on behalf of another organization; serving as an expert witness; intellectual property rights including books, journals, manuscripts, patents, and copyrights; and personal relationships not otherwise covered.

Disclosure

The Society requires all member leaders—members of the Board of Directors and Executive Committee; Chair and non-Chair members of other Committees, Task Forces, and Working Groups; Society Journal Editors and Editorial Board members; and other members holding leadership positions in the Society—to disclose all potential conflicts/dualities of interest that they identify during the course of their service to the Society. All disclosures will pertain to the previous 2 years, and member leaders are expected to disclose all potentially-relevant relationships throughout their term of service, including all newly-initiated relationships. Current member leaders should notify higher-level Society leadership prior to initiating any new relationships that could plausibly be considered relevant C/DOI, primarily so that acceptability and required management can be established a priori.

C/DOI standards will also apply to the member leader's immediate family members, defined as an individual's partner (spouse, domestic partner, or life partner) and dependent/minor children (whether biological or adopted). In this regard, all relationships known to the prospective/current member leader should be disclosed, with the prospective/current member leader obtaining additional details from family member(s) only when needed.

Failure or refusal to complete the Society's Financial and Intellectual Relationship Disclosure Form will result in disqualification from Societal leadership. Failure to disclose all relevant relationships may result in discipline, which may include limits on leadership activities or even dismissal from the leadership position.

C/DOI management

The Society will make final determinations regarding what constitutes relevant C/DOI and how such will be managed to mitigate/eliminate the potential for negative impacts on the Society. Required C/DOI management will always include disclosure to relevant parties. Additional required C/DOI management may include extra-Societal interest divestment and/or limits on Society leadership participation (e.g., recusals from formal decision-making).

A companion document—the C/DOI Policy Implementation Guide—includes more-detailed guidance, including specific C/DOI-vetting procedures and C/DOI-management procedures for the different kinds of member leaders. In addition to providing additional transparency, the more-detailed document will help standardize policy implementation.

SECTION 1. C/DOI STANDARDS FOR THE BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

The primary goals of the Endocrine Society’s C/DOI policy are to identify potential C/DOI (or appearance of C/DOI) on the part of member leaders and to mitigate/eliminate the negative impacts that such C/DOI could have on the Society’s affairs—and in doing so protecting the Society’s integrity and reputation. In general, the potential stakes, and thus the importance, of C/DOI identification and management procedures are expected to correlate with a member leader’s degree of formal influence on Society affairs and/or the leader’s public visibility as a Society leader. Therefore, the Society’s C/DOI policy is most stringent for the Executive Committee (EC) and Board of Directors (BOD). Details regarding the considerations and judgments that informed this C/DOI policy for EC/BOD members are described in the C/DOI Policy Implementation Guide.

INDUSTRY FUNDING FOR RESEARCH (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Monetary support for research—either investigator-initiated ¹ or industry-sponsored/initiated ² —with all funds directed to the individual’s institution ³	<ul style="list-style-type: none">No impact for BODPossible impact for EC	Permissible	<ul style="list-style-type: none">If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriateBOD/EC members must not be a public spokesperson for an industry-initiated/sponsored clinical trial
Service on data safety monitoring boards for industry-sponsored clinical trials	No impact	Permissible	If recent history of significant direct ⁴ compensation for this activity, recusals from formal decision-making when appropriate

INDUSTRY ADVISORY BOARDS, CONSULTATION, AND GUIDANCE (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation on R&D ⁵ -related advisory boards pertinent to E&M ⁶ and/or R&D-related consultation pertinent to E&M	Possible impact	<ul style="list-style-type: none">Permissible for BODPermissible for EC only if uncompensated	<ul style="list-style-type: none">If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriateLimit on direct compensation for this activity while on BOD

¹ In general, “investigator-initiated” denotes that the origin of the research idea was the individual researcher, and the sponsor of the study may be the individual or the researcher’s institution.

² An example is an industry-initiated/sponsored clinical trial meant to support FDA approval.

³ Research funding directed to the individual is disallowed.

⁴ In general, the compensation amounts included in this document refer to direct compensation (i.e., payments made directly to the individual), unless otherwise specified. Payments made to a member’s institution may require special consideration, especially if such payments are used for salary support, discretionary funds, etc.

⁵ R&D = Research and Development

⁶ E&M = Endocrinology and Metabolism

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
			<ul style="list-style-type: none"> Prohibition on any direct compensation for this activity while on EC
Participation on commercial/marketing advisory boards	Possible impact	<u>Disallowed</u>	<ul style="list-style-type: none"> Divestment as a condition of service If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Non-employee member of industry company BOD (or equivalent)	Possible impact	<u>Disallowed</u>	<ul style="list-style-type: none"> Divestment as a condition of service If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

PARTICIPATION AS FACULTY/SPEAKER AT AN INDUSTRY-SUPPORTED EVENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation as a faculty/speaker at a CME program fully accredited by recognized accrediting body	No impact	Permissible	No disclosure or other management required
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has no contractual right to determine/influence content	No impact	<u>Disallowed</u>	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has a contractual right to determine/influence content (e.g., speaker's bureaus)	Possible impact	<u>Disallowed</u>	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

TOTAL ANNUAL DIRECT COMPENSATION FROM INDUSTRY (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	C/DOI management (beyond disclosure) during term
Total annual direct compensation (payments going to individual) from industry	Possible impact	<ul style="list-style-type: none"> If recent history of significant total direct compensation from industry, recusals from formal decision-making when appropriate Limit on total direct compensation from industry while on BOD/EC

INDUSTRY EMPLOYMENT, LEADERSHIP, AND START-UP COMPANIES

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Top company executives (C-suite) ⁷	<u>Ineligible for BOD/EC</u>	NA	NA

⁷ Publicly visible company leaders and spokespeople; influence the strategic direction of the company; most (>50-60%) of total compensation is typically tied to Company success; may hold very large blocks of Company stocks/stock options.

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Senior company leaders (VP and above) ⁸	<ul style="list-style-type: none"> Eligible for BOD <u>Ineligible for EC</u> 	<ul style="list-style-type: none"> Permissible for BOD NA for EC 	<ul style="list-style-type: none"> BOD members: Recusals from formal decision-making when appropriate NA for EC
Other industry employees (e.g., R&D scientist) ⁹	<ul style="list-style-type: none"> Eligible for BOD <u>Ineligible for EC</u> 	<ul style="list-style-type: none"> Permissible for BOD NA for EC 	<ul style="list-style-type: none"> BOD members: Recusals from formal decision-making when appropriate NA for EC
E&M-related start-up company founders and leaders ¹⁰	Possible impact	Permissible	Recusals from formal decision-making when appropriate

CURRENT OR PROSPECTIVE OWNERSHIP OR INVESTMENT INTEREST; ROYALTY OR LICENSE PAYMENTS

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Current or prospective ownership or investment interest (stocks) in an industry entity relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Ownership of mutual/index funds containing stocks for E&M-relevant companies	No impact	Permissible	None
Royalty or license payments to individual	Possible impact	Permissible	Recusals from formal decision-making when appropriate

TRAVEL, LODGING, FOOD/BEVERAGE, GIFTS, ENTERTAINMENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Travel, lodging, food/beverage	No impact	Permissible when incidental to (and not extravagant vis-à-vis) permissible industry-related activities	Based on permissible industry-related activity (see above)
Entertainment ¹¹ and gifts	Possible impact	<u>Disallowed</u>	If recent history of entertainment/gifts of significant monetary value, recusals from formal decision-making when appropriate

⁸ May be visible publicly, but generally in a scientific setting; influence the strategic direction of a therapeutic area; a significant percentage (30-50%) of total compensation may be tied to Company success; may hold large blocks of Company stocks/stock options.

⁹ Limited public visibility; limited influence on strategic directions; a small proportion (0-30%) of total compensation may be tied to Company success; generally hold small amounts or no Company stocks/stock options.

¹⁰ This specifically refers to those with a financial stake in the success of a currently-active company that could be plausibly impacted by ES business decisions.

¹¹ Entertainment refers to recreational, cultural, sporting, or other non-profession-related events that would generally have a cost.

RELATIONSHIPS TO OTHER ENDOCRINE-/METABOLISM-RELATED ORGANIZATIONS

Directly-competing professional organizations¹² and partially-competing professional organizations¹³

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Governance and leadership in directly-competing professional societies			
Officer or director	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair of committee or task force	No impact	<u>Disallowed</u>	Divestment as a condition of service
Regular member of committee or task force	No impact	<ul style="list-style-type: none"> Permissible for BOD if committee/task force is not involved with competitive issues <u>Disallowed</u> for EC 	<ul style="list-style-type: none"> For BOD: Divestment as a condition of service if the committee/task force is involved with competitive issues; otherwise, recusals when appropriate For EC: Divestment as a condition of service
Governance and leadership in partially-competing professional societies			
Officer or director	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair of committee or task force	No impact	<ul style="list-style-type: none"> For BOD: Serving as Chair of committee/task force that is not involved with competitive issues requires EPC review/approval <u>Disallowed</u> for EC 	<ul style="list-style-type: none"> For BOD: Divestment as a condition of service if the committee/task force is involved with competitive issues; otherwise, recusals when appropriate For EC: Divestment as a condition of service
Regular member of committee or task force	No impact	<ul style="list-style-type: none"> Permissible for BOD if committee/task force is not involved with competitive issues <u>Disallowed</u> for EC 	<ul style="list-style-type: none"> Divestment as a condition of BOD service if the committee/task force is involved with competitive issues; otherwise, recusals when appropriate For EC: Divestment as a condition of service
Directly- and partially-competing professional societies' scientific journals			
Editor-in-Chief	No impact	<u>Disallowed</u>	Divestment as a condition of service
Other Editor (e.g., Deputy Editor, Associate Editor)	No impact	<u>Disallowed</u>	Divestment as a condition of service
Editorial Board	No impact	Permissible if approved by EPC	Recusals from formal decision-making when appropriate
Ad hoc reviewing	No impact	Permissible	None
Other relationships with directly- and partially-competing professional societies			
Research support	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Regular membership	No impact	Permissible	None

¹² **For the purpose of this policy, a** directly-competing organization is one that both (a) has a similar clinical and/or scientific purview (e.g., the professional organization is broadly and specifically devoted to endocrinology/metabolism) and (b) directly competes for members and/or financial resources (e.g., the organization could readily serve as endocrinology/metabolism expert's primary professional organization).

¹³ **For the purpose of this policy, a** partially-competing organization is one that both (a) is specifically devoted to an aspect of endocrinology and/or metabolism (i.e., has a partially-overlapping mission) and (b) indirectly competes for members and/or financial resources (e.g., may plausibly serve as an endocrinology and/or metabolism expert's primary professional organization).

Non-competing organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Board member of medical/scientific advisory board for a disease-advocacy organization relevant to E&M	No impact	<ul style="list-style-type: none"> Permissible for BOD <u>Disallowed for EC</u> 	<ul style="list-style-type: none"> For BOD: Recusals from formal decision-making when appropriate For EC: Divestment as a condition of service
Funding entity that specifically supports research related to E&M, but does not compete with ES for members and/or financial resources	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Funding entity that also supports research beyond E&M and does not directly or indirectly compete with ES for members and/or financial resources	No impact	Permissible	None
Leadership for endocrinology- and/or metabolism-related journals that are not formally tied to directly-/partially-competing organizations	None	Permissible	Recusals from formal decision-making when appropriate

SECTION 2. C/DOI STANDARDS FOR CHAIR AND NON-CHAIR MEMBERS OF COMMITTEES, TASK FORCES, AND WORKING GROUPS

Much of the critically important work of the Society is performed by Committees, Task Forces, and Working Groups—hereafter collectively referred to as “Committees”—with careful oversight provided by the Society’s BOD and EC. In general, the potential stakes, and thus the importance, of C/DOI identification and management procedures are expected to correlate with a member leader’s degree of formal influence on Society affairs and/or the leader’s public visibility as a Society leader. Thus, the Society’s C/DOI policies are generally less stringent for Committees compared to those for the BOD and EC, and they are often less stringent for non-Chair Committee members compared to those for Committee Chairs. However, some Committees require special consideration given the nature of their work.

Ethics and Professionalism Committee (EPC)

As ultimate arbiter of the C/DOI policies designed to protect the Society’s integrity and reputation, the decisions and actions of the EPC should be beyond reasonable reproach. Therefore, all elements of the C/DOI policy for the EC and BOD will also apply to the EPC Chair and non-Chair EPC members, respectively.

In addition:

- Since the EPC will vet and make final C/DOI determinations for BOD and EC members, EPC members should not be current BOD or EC members, with the exception of the Immediate-Past President. (To the degree possible, the EPC should be an independent body.)
- Since the EPC will vet and make final C/DOI determinations for BOD and EC nominees, EPC members will be ineligible for BOD and EC nominations during their terms of service.
- If an EPC member is also a member of any other Endocrine Society Committee, they must recuse themselves from formal EPC decision-making related to any member of that Committee.

Clinical Guidelines Committee (CGC)

By design, the Society’s clinical practice guidelines (CPGs) substantively influence endocrine-/metabolism-related clinical practice, and patients across the world are the ultimate stakeholders of this critically important Societal activity. To maximize CPG trustworthiness, and to protect the Society’s legitimacy in this arena, the Society must minimize undue industry influence in all aspects of CPG development. The need for such independence pertains to critical CGC activities such as CPG topic selection, CPG scope determination, selection of guideline development panel (GDP) members, C/DOI vetting and management for GDP members, and the CPG review and approval processes.

With the above in mind, the C/DOI policy for the CGC is summarized as follows:

- Industry employees and non-employee members of an industry company’s Board of Directors (or equivalent) may not serve as CGC members.
- All other industry-related elements of the C/DOI policy for EC and BOD will apply to the CGC Chair and non-Chair CGC members, respectively. If a CGC member has a recent, significant direct financial relationship with industry, that relationship will require C/DOI management. Monetary thresholds for industry relationships in need of C/DOI management, in addition to the kinds of management required (e.g., recusals, divestment), will be equivalent to the same elements in the C/DOI policy for the EC (CGC Chair) and BOD (non-Chair CGC members).
- CGC members must not be a member of a similar committee (i.e., a committee with similar and/or materially overlapping charges) for a directly- or indirectly-competing professional society (divestment as a condition of service). While CGC member participation in a directly- or indirectly-competing professional society’s GDP is not prohibited, such participation would require explicit EPC approval.
- CGC Chairs must not be an officer or director for a directly- or indirectly-competing professional society (divestment as a condition of service). While the same is not expressly prohibited for non-Chair CGC members, such would require explicit EPC approval.
- CGC Chairs must not be an Editor-in-Chief for any directly- or indirectly-competing professional society’s journal (divestment as a condition of service). While other editorships (e.g., Deputy Editor, Associate Editor) are not expressly prohibited for CGC Chairs or non-Chair CGC members, such would require explicit EPC approval. CGC members are not prohibited from serving on the Editorial Boards of directly- or indirectly-competing professional society’s journals.
- Otherwise, no non-Societal relationships/activities will exclude eligibility for service, and all non-Societal relationships/activities will be permissible while serving.
- In compelling circumstances, exceptions to the above policy may be granted if formally approved by the EPC. In such cases, the rationale for granting an exception will be carefully recorded.

INDUSTRY FUNDING FOR RESEARCH (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Monetary support for research— either investigator-initiated or industry-sponsored/initiated— with all funds directed to the individual’s institution	<ul style="list-style-type: none"> • No impact for non-Chair CGC member • Possible impact for CGC Chair 	Permissible	<ul style="list-style-type: none"> • If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate • CGC members must not be a public spokesperson for an industry-initiated/sponsored clinical trial
Service on data safety monitoring boards for industry-sponsored clinical trials	No impact	Permissible	<ul style="list-style-type: none"> • If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

INDUSTRY ADVISORY BOARDS, CONSULTATION, AND GUIDANCE (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation on R&D-related advisory boards pertinent to E&M and/or R&D-related consultation pertinent to E&M	Possible impact	<ul style="list-style-type: none"> Permissible for non-Chair CGC member Permissible for CGC Chair only if uncompensated 	<ul style="list-style-type: none"> If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate Limit on direct compensation for this activity while on CGC Prohibition on any direct compensation for this activity while Chair of CGC
Participation on commercial/marketing advisory boards	Possible impact	<u>Disallowed</u>	<ul style="list-style-type: none"> Divestment as a condition of service If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Non-employee member of industry company BOD (or equivalent)	Possible impact	<u>Disallowed</u>	<ul style="list-style-type: none"> Divestment as a condition of service If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

PARTICIPATION AS FACULTY/SPEAKER AT AN INDUSTRY-SUPPORTED EVENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation as a faculty/speaker at a CME program fully accredited by recognized accrediting body	No impact	Permissible	No disclosure or other management required
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has no contractual right to determine/influence content	No impact	<u>Disallowed</u>	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has a contractual right to determine/influence content (e.g., speaker's bureaus)	Possible impact	<u>Disallowed</u>	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

TOTAL ANNUAL DIRECT COMPENSATION FROM INDUSTRY (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	C/DOI management (beyond disclosure) during term
Total annual direct compensation (payments going to individual) from industry	Possible impact	<ul style="list-style-type: none"> If recent history of significant total compensation from industry, recusals from formal decision-making when appropriate Limit on total compensation from industry while on CGC

INDUSTRY EMPLOYMENT, LEADERSHIP, AND START-UP COMPANIES

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Industry employees	<u>Ineligible</u>	NA	NA
E&M-related start-up company founders and leaders	Possible impact	Permissible	Recusals from formal decision-making when appropriate

CURRENT OR PROSPECTIVE OWNERSHIP OR INVESTMENT INTEREST; ROYALTY OR LICENSE PAYMENTS

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Current or prospective ownership or investment interest (stocks) in an industry entity relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Ownership of mutual/index funds containing stocks for E&M-relevant companies	No impact	Permissible	None
Royalty or license payments	Possible impact	Permissible	Recusals from formal decision-making when appropriate

TRAVEL, LODGING, FOOD/BEVERAGE, GIFTS, ENTERTAINMENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Travel, lodging, food/beverage	No impact	Permissible when incidental to (and not extravagant vis-à-vis) permissible industry-related activities	Based on permissible industry-related activity (see above)
Entertainment and gifts	Possible impact	<u>Disallowed</u>	If recent history of entertainment/gifts of significant monetary value, recusals from formal decision-making when appropriate

RELATIONSHIPS TO OTHER ENDOCRINE-/METABOLISM-RELATED ORGANIZATIONS

Directly-competing professional societies and partially-competing professional societies

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Governance and leadership in competing professional societies			
Officer or director	No impact	<ul style="list-style-type: none"> <u>Disallowed</u> for CGC Chair Permissible for non-Chair CGC member if approved by EPC 	<ul style="list-style-type: none"> Divestment as a condition of service for CGC Chair Divestment as a condition of service for non-Chair CGC member unless approved by EPC (and then recusals from formal decision-making when appropriate)
Member of CGC-like committee	No impact	<u>Disallowed</u>	Divestment as a condition of service
Member of GDP	No impact	Permissible if approved by EPC	Divestment as a condition of service unless approved by EPC
Regular member of non-CGC-like Committee	No impact	Permissible	Recusals from formal decision-making when appropriate
Competing societies' scientific journals			
Editor-in-Chief	No impact	<ul style="list-style-type: none"> <u>Disallowed</u> for CGC Chair Permissible for non-Chair CGC member if approved by EPC 	<ul style="list-style-type: none"> Divestment as a condition of service for CGC Chair Divestment as a condition of service for non-Chair CGC member unless approved by EPC
Other Editor (e.g., Deputy Editor, Associate Editor)	No impact	Permissible if approved by EPC	Divestment as a condition of service unless approved by EPC

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Editorial Board	No impact	Permissible	Recusals from formal decision-making when appropriate
Ad hoc reviewing	No impact	Permissible	None
Other relationships with competing professional societies			
Research support	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Regular membership	No impact	Permissible	None

Non-competing organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Board member of medical/scientific advisory board for a disease-advocacy organization relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Funding entity that specifically supports research related to E&M, but does not compete with ES for members and/or financial resources	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Funding entity that also supports research beyond E&M and does not directly or indirectly compete with ES for members and/or financial resources	No impact	Permissible	None
Leadership for endocrinology- and/or metabolism-related journals that are not formally tied to directly-/partially-competing organizations	None	Permissible	Recusals from formal decision-making when appropriate

Committees, Task Forces, and Working Groups (Committees) Closely Related to Clinical Education and Training

The C/DOI policy for Committees that routinely participate in the Society’s professional education efforts are primarily informed by the Standards for Integrity and Independence in Accredited Continuing Education (SIIACE), which were designed to ensure that accredited continuing education is free from commercial influence. Members of the following groups may be considered to be planners of accredited continuing education: the Annual Meeting Steering Committee (AMSC), the Clinical Endocrine Education Committee (CEEC), the Clinical Endocrinology Update Steering Committee (CEUSC), the Endocrine Board Review Faculty Group (EBRFG), the Endocrine Self-Assessment Program Faculty (ESAPF), the Pediatric Endocrine Self-Assessment Program Faculty (PESAPF), and the Special Programs Committee (SPC). Although the Fellows Training Series Steering Group (FTSSG) and the ITE Steering Group (ITESG) do not plan continuing medical education (CME) activities per se, these groups plan and develop clinical practice-relevant educational content for trainees. Accordingly, the same concepts and needs—and thus the same C/DOI policy—will also apply to the FTSSG and ITESG.

According to SIIACE^{14,15}:

- Continuing education planners include those who make “decisions related to the scope and direction of the content, educational goals, identification of practice gaps and needs, selecting speakers, authors, reviewers.”
- “The owners¹⁶ and employees¹⁷ of ineligible companies¹⁸ are considered to have unresolvable financial relationships and must be excluded from participating as planners or faculty, and must not be allowed to influence or control any aspect of the planning, delivery, or evaluation of accredited continuing education, except in the limited circumstances outlined in Standard 3.2.”¹⁹
- “Many healthcare professionals have financial relationships with ineligible companies. These relationships must not be allowed to influence accredited continuing education. The accredited provider is responsible for identifying relevant financial relationships between individuals in control of educational content and ineligible companies and managing these to ensure they do not introduce commercial bias into the education.”
- “Examples of financial relationships include employee, researcher, consultant, advisor, speaker, independent contractor (including contracted research), royalties or patent beneficiary, executive role, and ownership interest. Individual stocks and stock options should be disclosed; diversified mutual funds do not need to be disclosed. Research funding from ineligible companies should be disclosed by the principal or named investigator even if that individual’s institution receives the research grant and manages the funds.”
- “Financial relationships of any dollar amount are defined as relevant if the educational content is related to the business lines or products of the ineligible company.”
- Accredited CE providers must “[t]ake steps to prevent all those with relevant financial relationships from inserting commercial bias into content”; “[m]itigate relationships prior to the individuals assuming their roles; and “[t]ake steps appropriate to the role of the individual. For example, steps for planners will likely be different than for faculty and would occur before planning begins.” Required mitigation steps may include the following: “End the financial relationship (including having ended the relationship within 24 months)”; “Recuse individual from controlling aspects of planning and content with which there is a financial relationship”; and “Peer review planning decisions and review determinations by persons without relevant financial relationships.”

The C/DOI policy for these particular Committees is summarized as follows:

- Industry employees and owners, as defined by SIIACE, in addition to members of an industry company’s BOD (or equivalent), may not serve on these Committees.
- In all cases, recent (within the previous 24 months) financial relationships (of any dollar amount) with ineligible companies will require management (“mitigation”) per SIIACE standards, with the three management options

¹⁴ <https://www.accme.org/accreditation-rules/standards-for-integrity-independence-accredited-ce>

¹⁵ <https://accme.org/publications/planning-guide-for-independence-accredited-continuing-education-pdf>

¹⁶ According to SIIACE, owners are “individuals who have an ownership interest in a company, except for stockholders of publicly traded companies, or holders of shares through a pension or mutual fund.”

¹⁷ According to SIIACE, employees are “individuals hired to work for another person or business (the employer) for compensation and who are subject to the employer’s direction as to the details of how to perform the job.”

¹⁸ According to SIIACE, ineligible companies include: pharmaceutical companies or distributors; device manufacturers or distributors; bio-medical startups that have begun a governmental regulatory approval process; advertising, marketing, or communication firms whose clients are ineligible companies; compounding pharmacies that manufacture proprietary compounds; diagnostic labs that sell proprietary products; growers, distributors, manufacturers or sellers of medical foods and dietary supplements; manufacturers of health-related wearable products; pharmacy benefit managers; and reagent manufacturers or sellers.

¹⁹ SIIACE provides three exceptions. Employees of ineligible companies can participate as planners or faculty in these specific situations: (a) when the content of the activity is not related to the business lines or products of their employer/company; (b) when the content of the accredited activity is limited to basic science research, such as pre-clinical research and drug discovery, or the methodologies of research, and they do not make care recommendations; and (c) when they are participating as technicians to teach the safe and proper use of medical devices, and do not recommend whether or when a device is used.

being divestment, recusals from formal decision-making when appropriate; and formal peer review of planning decisions and review determinations by persons without relevant financial relationships.

- When recent financial relationships with ineligible companies involve *significant* direct compensation, one of the first two mitigation options outlined by SIIACE standards (i.e., divestment, recusals from formal decision-making when appropriate) will be required. For this purpose, the monetary thresholds defining significant compensation will be equivalent to those for the EC (Committee Chairs) and BOD (non-Chair Committee members).
- Proposed Chairs and non-Chair members who have recent, relevant financial relationships with ineligible companies must be approved—and required management plans must be in place—prior to formal selection.
- Contemporaneous service on a similar committee (i.e., one with similar and/or materially overlapping charges) for a directly- or indirectly-competing professional organization is disallowed (divestment as a condition of service).
- While officers and directors of directly- or indirectly-competing professional organizations may be eligible for service, such participation would require explicit EPC approval.
- Otherwise, no non-Societal relationships/activities will exclude eligibility for service, and all other non-Societal relationships/activities will be permissible while serving.
- In compelling circumstances, exceptions to some elements of the above policy may be granted if formally approved by the EPC, and in such cases, the rationale for granting an exception will be carefully recorded. However, SIIACE standards must be followed without exception.

INDUSTRY FUNDING FOR RESEARCH (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Monetary support for research (either investigator-initiated or industry-sponsored/initiated)	<ul style="list-style-type: none"> • No impact for non-Chair members • Possible impact for Chairs 	Permissible	<ul style="list-style-type: none"> • If recent history of financial relationships (of any dollar amount) with ineligible companies, “mitigation” per SIIACE standards • If recent history of significant research funding amounts or significant effort/salary support, either (a) divestment or (b) recusals from formal decision-making when appropriate (in accordance with the first two mitigation options outlined by SIIACE standards) • Chairs must not be a public spokesperson for an industry-initiated/sponsored clinical trial
Service on data safety monitoring boards for industry-sponsored clinical trials	No impact	Permissible	<ul style="list-style-type: none"> • If recent history of financial relationships (of any dollar amount) with ineligible companies, “mitigation” per SIIACE standards • If recent history of significant direct compensation for this activity, either (a) divestment or (b) recusals from formal decision-making when appropriate (in accordance with the first two mitigation options outlined by SIIACE standards)

INDUSTRY ADVISORY BOARDS, CONSULTATION, AND GUIDANCE (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation on R&D-related advisory boards pertinent to E&M and/or R&D-related consultation pertinent to E&M	Possible impact	<ul style="list-style-type: none"> • Permissible for non-Chair members • Permissible for Chairs only if uncompensated 	<ul style="list-style-type: none"> • If recent history of financial relationships (of any dollar amount) with ineligible companies, “mitigation” per SIIACE standards • If recent history of significant direct compensation for this activity, either (a) divestment or (b) recusals from formal decision-making when appropriate (in accordance with the first two mitigation options outlined by SIIACE standards) • Limit on compensation for this activity while on Committee • Prohibition on any compensation for this activity while Chair of Committee
Participation on commercial/marketing advisory boards	Possible impact	<u>Disallowed</u>	Divestment as a condition of service
Non-employee member of industry company BOD (or equivalent)	Possible impact	<u>Disallowed</u>	Divestment as a condition of service

PARTICIPATION AS FACULTY/SPEAKER AT AN INDUSTRY-SUPPORTED EVENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation as a faculty/speaker at a CME program fully accredited by recognized accrediting body	No impact	Permissible	No disclosure or other management required
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has no contractual right to determine/influence content	No impact	<u>Disallowed</u>	Divestment as a condition of service
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has a contractual right to determine/influence content (e.g., speaker’s bureaus)	Possible impact	<u>Disallowed</u>	Divestment as a condition of service

TOTAL ANNUAL DIRECT COMPENSATION FROM INDUSTRY (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	C/DOI management (beyond disclosure) during term
Total annual direct compensation (payments going to individual) from industry	Possible impact	<ul style="list-style-type: none"> • If recent history of financial relationships (of any dollar amount) with ineligible companies, “mitigation” per SIIACE standards • If recent history of significant direct total compensation from industry, either (a) divestments or (b) recusals from formal decision-making when appropriate (in accordance with the first two mitigation options outlined by SIIACE standards) • Limit on total compensation from industry while on Committee

INDUSTRY EMPLOYMENT, LEADERSHIP, AND START-UP COMPANIES

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Industry employees	<u>Ineligible</u>	NA	NA
E&M-related start-up company founders and leaders	Possible impact	Permissible only if approved by EPC and conforming to SIIACE requirements	Recusals from formal decision-making when appropriate

CURRENT OR PROSPECTIVE OWNERSHIP OR INVESTMENT INTEREST; ROYALTY OR LICENSE PAYMENTS

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Current or prospective ownership or investment interest (stocks) in an industry entity relevant to E&M	No impact	Stocks of publicly traded companies are permissible ²⁰	Recusals from formal decision-making when appropriate
Ownership of mutual/index funds containing stocks for E&M-relevant companies	No impact	Permissible	None
Royalty or license payments	Possible impact	Permissible	Recusals from formal decision-making when appropriate

TRAVEL, LODGING, FOOD/BEVERAGE, GIFTS, ENTERTAINMENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Travel, lodging, food/beverage	No impact	Permissible when incidental to (and not extravagant vis-à-vis) permissible industry-related activities	Mitigation as per SIIACE standards
Entertainment and gifts	Possible impact	<u>Disallowed</u>	If recent history of entertainment/gifts of significant monetary value, recusals from formal decision-making when appropriate

RELATIONSHIPS TO OTHER ENDOCRINE-/METABOLISM-RELATED ORGANIZATIONS

Directly-competing professional organizations and partially-competing professional organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Governance and leadership			
Officer or director	No impact	Permissible if approved by EPC	Divestment as a condition of service unless approved by EPC
Chair or non-Chair member of similar committee	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair or non-Chair member of non-similar committee	No impact	Permissible	Recusals from formal decision-making when appropriate
Competing professional societies' scientific journals			
Editor (e.g., Editor-in-Chief, Deputy	No impact	Permissible	Recusals from formal decision-making when appropriate

²⁰ Owners [who are excluded according to SIIACE] are defined as “individuals who have an ownership interest in a company, except for stockholders of publicly traded companies, or holders of shares through a pension or mutual fund.”

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Editor, Associate Editor)			
Editorial Board	No impact	Permissible	None
Ad hoc reviewing	No impact	Permissible	None
Other relationships with competing professional societies			
Research support	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Regular membership	No impact	Permissible	None

Non-competing organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Board member of medical/scientific advisory board for a disease-advocacy organization relevant to E&M	No impact	Permissible	None
Funding entity that specifically supports research related to E&M, but does not compete with ES for members and/or financial resources	No impact	Permissible	None
Funding entity that also supports research beyond E&M and does not directly or indirectly compete with ES for members and/or financial resources	No impact	Permissible	None
Leadership for endocrinology- and/or metabolism-related journals that are not formally tied to directly-/partially-competing organizations	None	Permissible	Recusals from formal decision-making when appropriate

Other Committees Addressing Patient Care and/or Clinical Education

Given activities that may materially impact patient care and/or patient/clinician education, special care in the identification and management of industry-related C/DOI must be exercised for the Advocacy and Public Outreach Core Committee (APOCC), the Clinical Affairs Core Committee (CACC), the Patient Engagement Committee (PEC), and the Trainee and Career Development Core Committee (TCDC). These Committees may also be considered of special strategic importance in the competitive landscape of E&M-related professional societies.

The C/DOI policy for these groups is summarized as follows:

- Top company industry executives (C-suite) and owners (as defined by SIIACE), in addition to non-employee members of an industry company's BOD (or equivalent), may not serve on these committees.
- Other industry employees are ineligible to serve as Chair for these Committees. While such employees are eligible for non-Chair membership, such participation would require explicit EPC approval.

- All other industry-related elements of the C/DOI policy for the EC and BOD will apply to Chair and non-Chair Committee members, respectively.
- Contemporaneous service on a similar committee (i.e., one with similar and/or materially overlapping charges) for a directly- or indirectly-competing professional organization is disallowed (divestment as a condition of service).
- While officers and directors of directly- or indirectly-competing professional organizations may be eligible for service, such participation would require explicit EPC approval.
- Otherwise, no non-Societal relationships/activities will exclude eligibility for service, and all other non-Societal relationships/activities will be permissible while serving.
- In compelling circumstances, exceptions to the above policy may be granted if formally approved by the EPC. In such cases, the rationale for granting an exception will be carefully recorded.

INDUSTRY FUNDING FOR RESEARCH (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Monetary support for research— either investigator-initiated or industry-sponsored/initiated— with all funds directed to the individual’s institution	<ul style="list-style-type: none"> • No impact for non-Chair member • Possible impact for Chair 	Permissible	<ul style="list-style-type: none"> • If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate • Committee members must not be a public spokesperson for an industry-initiated/sponsored clinical trial
Service on data safety monitoring boards for industry-sponsored clinical trials	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

INDUSTRY ADVISORY BOARDS, CONSULTATION, AND GUIDANCE (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation on R&D-related advisory boards pertinent to E&M and/or R&D-related consultation pertinent to E&M	Possible impact	<ul style="list-style-type: none"> • Permissible for non-Chair members • Permissible for Chairs only if uncompensated 	<ul style="list-style-type: none"> • If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate • Limit on compensation for this activity while serving as a non-Chair Committee member • Prohibition on any direct compensation for this activity while serving as Committee Chair
Participation on commercial/marketing advisory boards	Possible impact	<u>Disallowed</u>	<ul style="list-style-type: none"> • Divestment as a condition of service • If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Non-employee member of industry company BOD (or equivalent)	Possible impact	<u>Disallowed</u>	<ul style="list-style-type: none"> • Divestment as a condition of service • If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

PARTICIPATION AS FACULTY/SPEAKER AT AN INDUSTRY-SUPPORTED EVENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation as a faculty/speaker at a CME program fully accredited by recognized accrediting body	No impact	Permissible	No disclosure or other management required
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has no contractual right to determine/influence content	No impact	<u>Disallowed</u>	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has a contractual right to determine/influence content (e.g., speaker's bureaus)	Possible impact	<u>Disallowed</u>	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

TOTAL ANNUAL DIRECT COMPENSATION FROM INDUSTRY (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	C/DOI management (beyond disclosure) during term
Total annual direct compensation (payments going to individual) from industry	Possible impact	<ul style="list-style-type: none"> • If recent history of significant total compensation from industry, recusals from formal decision-making when appropriate • Limit on total compensation from industry while on committee

INDUSTRY EMPLOYMENT, LEADERSHIP, AND START-UP COMPANIES

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Top company executives (C-suite)	<u>Ineligible</u>	NA	NA
Senior company leaders (VP and above) and other industry employees (e.g., R&D scientist)	<ul style="list-style-type: none"> • Eligible for non-Chair membership • <u>Ineligible</u> for service as Chair 	<ul style="list-style-type: none"> • Permissible for non-Chair members if approved by EPC • NA for Chairs 	<ul style="list-style-type: none"> • Non-Chair members: Recusals from formal decision-making when appropriate • NA for Chairs
E&M-related start-up company founders and leaders	Possible impact	Permissible if approved by EPC	Recusals from formal decision-making when appropriate

CURRENT OR PROSPECTIVE OWNERSHIP OR INVESTMENT INTEREST; ROYALTY OR LICENSE PAYMENTS

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Current or prospective ownership or investment interest (stocks) in an industry entity relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Ownership of mutual/index funds containing stocks for E&M-relevant companies	No impact	Permissible	None
Royalty or license payments	Possible impact	Permissible	Recusals from formal decision-making when appropriate

TRAVEL, LODGING, FOOD/BEVERAGE, GIFTS, ENTERTAINMENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Travel, lodging, food/beverage	No impact	Permissible when incidental to (and not extravagant vis-à-vis) permissible industry-related activities	Based on permissible industry-related activity (see above)
Entertainment and gifts	Possible impact	<u>Disallowed</u>	If recent history of entertainment/gifts of significant monetary value, recusals from formal decision-making when appropriate

RELATIONSHIPS TO OTHER ENDOCRINE-/METABOLISM-RELATED ORGANIZATIONS

Directly-competing professional organizations and partially-competing professional organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Governance and leadership			
Officer or director	No impact	Permissible if approved by EPC	Divestment as a condition of service unless approved by EPC
Chair or non-Chair member of similar committee	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair or non-Chair member of non-similar committee	No impact	Permissible	Recusals from formal decision-making when appropriate
Competing professional societies' scientific journals			
Editor (e.g., Editor-in-Chief, Deputy Editor, Associate Editor)	No impact	Permissible	Recusals from formal decision-making when appropriate
Editorial Board	No impact	Permissible	None
Ad hoc reviewing	No impact	Permissible	None
Other relationships with competing professional societies			
Research support	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Regular membership	No impact	Permissible	None

Non-competing organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Board member of medical/scientific advisory board for a disease-advocacy organization relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Funding entity that specifically supports research related to E&M, but does not compete with ES for members and/or financial resources	No impact	Permissible	None

Funding entity that also supports research beyond E&M and does not directly or indirectly compete with ES for members and/or financial resources	No impact	Permissible	None
Leadership for endocrinology- and/or metabolism-related journals that are not formally tied to directly-/partially-competing organizations	None	Permissible	Recusals from formal decision-making when appropriate

Other Strategically Important and/or Sensitive Committees

Special consideration is also required for the following committees of strategic importance in the competitive landscape of E&M-related professional societies: Finance and Audit Committee (FAC), Nominating Committee (NC), and Publications Core Committee (PCC), Research Affairs Core Committee (RACC), and Scientific Statement Subcommittee (SSS).

The C/DOI policy for these sensitive Committees is summarized as follows:

- Members of these committees must not be an officer or director for a directly- or indirectly-competing professional society (divestment as a condition of service).
- Contemporaneous service on a similar committee (i.e., one with similar and/or materially overlapping charges) for a directly- or indirectly-competing professional organization is disallowed (divestment as a condition of service).
- Otherwise, no non-Societal relationships/activities will exclude eligibility for service, and all other non-Societal relationships/activities will be permissible while serving (i.e., they need not be divested).
- If the member has a recent history (i.e., in the past 2 years) of significant (as defined by BOD standards) direct compensation (i.e., paid to individual) from industry, the member will be recused from formal decision-making if/when appropriate.
- In compelling circumstances, exceptions to the above policy may be granted if formally approved by the EPC. In such cases, the rationale for granting an exception will be carefully recorded.

In addition to the above, the following pertains to the Publications Core Committee:

- Members of the Publications Core Committee must not be an Editor-in-Chief, Deputy Editor, or Associate Editor for any directly- or indirectly-competing professional society’s journal (divestment as a condition of service). While membership in Editorial Boards for directly- or indirectly-competing professional society’s journals is not expressly prohibited, such would require explicit EPC approval.

INDUSTRY FUNDING FOR RESEARCH (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Monetary support for research— either investigator-initiated or industry-sponsored/initiated— with all funds directed to the individual’s institution	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Service on data safety monitoring boards for industry-sponsored clinical trials	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

INDUSTRY ADVISORY BOARDS, CONSULTATION, AND GUIDANCE (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation on R&D-related advisory boards pertinent to E&M and/or R&D-related consultation pertinent to E&M	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Participation on commercial/marketing advisory boards	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Non-employee member of industry company BOD (or equivalent)	No impact	Permissible	Recusals from formal decision-making when appropriate

PARTICIPATION AS FACULTY/SPEAKER AT AN INDUSTRY-SUPPORTED EVENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation as a faculty/speaker at a CME program fully accredited by recognized accrediting body	No impact	Permissible	No disclosure or other management required
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has no contractual right to determine/influence content	No impact	Permissible	If recent history of significant compensation for this activity, recusals from formal decision-making when appropriate
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has a contractual right to determine/influence content (e.g., speaker's bureaus)	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

TOTAL ANNUAL DIRECT COMPENSATION FROM INDUSTRY (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	C/DOI management (beyond disclosure) during term
Total annual direct compensation (payments going to individual) from industry	No impact	If recent history of significant total compensation from industry, recusals from formal decision-making when appropriate

INDUSTRY EMPLOYMENT, LEADERSHIP, AND START-UP COMPANIES

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Industry employees including top company executives, senior company leaders, and all other industry employees	No impact	Permissible	Recusals from formal decision-making when appropriate
E&M-related start-up company founders and leaders	No impact	Permissible	Recusals from formal decision-making when appropriate

CURRENT OR PROSPECTIVE OWNERSHIP OR INVESTMENT INTEREST; ROYALTY OR LICENSE PAYMENTS

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Current or prospective ownership or investment interest (stocks) in an industry entity relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Ownership of mutual/index funds containing stocks for E&M-relevant companies	No impact	Permissible	None
Royalty or license payments	No impact	Permissible	Recusals from formal decision-making when appropriate

TRAVEL, LODGING, FOOD/BEVERAGE, GIFTS, ENTERTAINMENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Travel, lodging, food/beverage	No impact	Permissible when incidental to (and not extravagant vis-à-vis) permissible industry-related activities	Based on permissible industry-related activity (see above)
Entertainment and gifts	Possible impact	<u>Disallowed</u>	If recent history of entertainment/gifts of significant monetary value, recusals from formal decision-making when appropriate

RELATIONSHIPS TO OTHER ENDOCRINE-/METABOLISM-RELATED ORGANIZATIONS

Directly-competing professional organizations and partially-competing professional organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Governance and leadership			
Officer or director	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair or non-Chair member of similar committee	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair or non-Chair member of non-similar committee	No impact	Permissible	Recusals from formal decision-making when appropriate
Competing societies' scientific journals			
Editor-in-Chief, Deputy Editor, Associate Editor	No impact	<ul style="list-style-type: none"> <u>Disallowed</u> for PCC Permissible for FAC, NC, RACC, SSS 	<ul style="list-style-type: none"> For PCC: Divestment as a condition of service For FAC, NC, RACC, SSS: Recusals from formal decision-making when appropriate
Editorial Board	No impact	Permissible	Recusals from formal decision-making when appropriate
Ad hoc reviewing	No impact	Permissible	None
Other relationships with competing societies			
Research support	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Regular membership	No impact	Permissible	None

Non-competing organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Board member of medical/scientific advisory board for a disease-advocacy organization relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Funding entity that specifically supports research related to E&M, but does not compete with ES for members and/or financial resources	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Funding entity that also supports research beyond E&M and does not directly or indirectly compete with ES for members and/or financial resources	No impact	Permissible	None
Leadership for endocrinology- and/or metabolism-related journals that are not formally tied to directly-/partially-competing organizations	None	Permissible	Recusals from formal decision-making when appropriate

Committees, Task Forces, and Working Groups (Committees) that Do Not Directly Relate to Patient Care, Clinical Education/Training, of Topics of Special Sensitivity

The C/DOI policy for these Committees—which include the Committee on Diversity and Inclusion, Laureate Awards Committee, Quality Improvement Subcommittee, Endocrine Disrupting Chemicals Advisory Group, Innovative Models of Care in Diabetes Task Force, New Clinical Product Working Group, Endocrine Disrupting Chemicals Criteria Advisory Task Forces, Hypoglycemia Prevention Initiative Group, Research Guides Writing Group—is summarized as follows:

- Contemporaneous service on a similar Committee (i.e., one with similar and/or materially overlapping charges) for a directly- or indirectly-competing professional organization is disallowed (divestment as a condition of service) unless explicitly approved by the EPC.
- Otherwise, no non-Societal relationships/activities will exclude eligibility for service, and all other non-Societal relationships/activities will be permissible while serving (i.e., they need not be divested).
- If the Committee member has a recent history (i.e., in the past 2 years) of significant (as defined by BOD standards) direct compensation (i.e., paid to individual) from industry, the Committee member will be recused from formal decision-making if/when appropriate.
- In compelling circumstances, exceptions to the above policy may be granted if formally approved by the EPC. In such cases, the rationale for granting an exception will be carefully recorded.

INDUSTRY FUNDING FOR RESEARCH (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Monetary support for research— either investigator-initiated or industry-sponsored/initiated— with all funds directed to the individual’s institution	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Service on data safety monitoring boards for industry-sponsored clinical trials	No impact	Permissible	<ul style="list-style-type: none"> If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

INDUSTRY ADVISORY BOARDS, CONSULTATION, AND GUIDANCE (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation on R&D-related advisory boards pertinent to E&M and/or R&D-related consultation pertinent to E&M	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Participation on commercial/marketing advisory boards	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Non-employee member of industry company BOD (or equivalent)	No impact	Permissible	Recusals from formal decision-making when appropriate

PARTICIPATION AS FACULTY/SPEAKER AT AN INDUSTRY-SUPPORTED EVENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Participation as a faculty/speaker at a CME program fully accredited by recognized accrediting body	No impact	Permissible	No disclosure or other management required
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has no contractual right to determine/influence content	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate
Participation as a faculty/speaker at an industry-supported non-CME educational event: industry partner has a contractual right to determine/influence content (e.g., speaker's bureaus)	No impact	Permissible	If recent history of significant direct compensation for this activity, recusals from formal decision-making when appropriate

TOTAL ANNUAL DIRECT COMPENSATION FROM INDUSTRY (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	C/DOI management (beyond disclosure) during term
Total annual direct compensation (payments going to individual) from industry	No impact	If recent history of significant total compensation from industry, recusals from formal decision-making when appropriate

INDUSTRY EMPLOYMENT, LEADERSHIP, AND START-UP COMPANIES

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Industry employees including top company executives, senior company leaders, and all other industry employees	No impact	Permissible	Recusals from formal decision-making when appropriate

Type of position	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
E&M-related start-up company founders and leaders	No impact	Permissible	Recusals from formal decision-making when appropriate

CURRENT OR PROSPECTIVE OWNERSHIP OR INVESTMENT INTEREST; ROYALTY OR LICENSE PAYMENTS

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Current or prospective ownership or investment interest (stocks) in an industry entity relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Ownership of mutual/index funds containing stocks for E&M-relevant companies	No impact	Permissible	None
Royalty or license payments	No impact	Permissible	Recusals from formal decision-making when appropriate

TRAVEL, LODGING, FOOD/BEVERAGE, GIFTS, ENTERTAINMENT (NON-INDUSTRY EMPLOYEES)

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Travel, lodging, food/beverage	No impact	Permissible when incidental to (and not extravagant vis-à-vis) permissible industry-related activities	Based on permissible industry-related activity (see above)
Entertainment and gifts	Possible impact	<u>Disallowed</u>	If recent history of entertainment/gifts of significant monetary value, recusals from formal decision-making when appropriate

RELATIONSHIPS TO OTHER ENDOCRINE-/METABOLISM-RELATED ORGANIZATIONS

Directly-competing professional organizations and partially-competing professional organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Governance and leadership			
Officer or director	No impact	Permissible	Recusals from formal decision-making when appropriate
Chair or non-Chair member of similar committee	No impact	<u>Disallowed</u>	Divestment as a condition of service
Chair or non-Chair member of non-similar committee	No impact	Permissible	Recusals from formal decision-making when appropriate
Competing societies' scientific journals			
Editor-in-Chief, Deputy Editor, Associate Editor	No impact	Permissible	Recusals from formal decision-making when appropriate
Editorial Board	No impact	Permissible	Recusals from formal decision-making when appropriate
Ad hoc reviewing	No impact	Permissible	None
Other relationships with competing professional societies			

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Research support	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Regular membership	No impact	Permissible	None

Non-competing organizations

Type of relationship	Impact on eligibility	Permissible while serving?	C/DOI management (beyond disclosure) during term
Board member of medical/scientific advisory board for a disease-advocacy organization relevant to E&M	No impact	Permissible	Recusals from formal decision-making when appropriate
Funding entity that specifically supports research related to E&M, but does not compete with ES for members and/or financial resources	No impact	Permissible	If recent history of significant research funding amounts or significant effort/salary support, recusals from formal decision-making when appropriate
Funding entity that also supports research beyond E&M and does not directly or indirectly compete with ES for members and/or financial resources	No impact	Permissible	None
Leadership for endocrinology- and/or metabolism-related journals that are not formally tied to directly-/partially-competing organizations	None	Permissible	None