

**SEATTLE CHILDREN'S RESEARCH INSTITUTE
OPERATING POLICIES / PROCEDURES**

DEPARTMENT: Research Institute Administration
POLICY NUMBER: RIA-003
REPLACES: RIA-03
EFFECTIVE DATE: March 23, 2009
REVISION DATE: March 23, 2009
POSTED FROM: _____

TITLE: Financial Conflicts of Interest

SUMMARY:

Seattle Children's Research Institute is dedicated to maintaining public trust in the integrity of our research related activities. The Research Institute's Financial Conflict of Interest policy was developed to address the crucially important responsibilities of both safeguarding research objectivity and complying with federal and state regulations. This revision to RIA-03 makes the following changes to the policy: First, the language has been changed to reflect the creation of the Office of Research Compliance (ORC). Second, all investigators possessing a significant financial interest are now required to submit SFI report forms directly to ORC. The IRB and OSR will no longer be processing SFI report forms. Third, the \$5,000 threshold for SFI in human subjects research other than a clinical trial has been eliminated. This means that for **all** human subjects research, whether a clinical trial or not, **any** financial interest is considered a significant financial interest. This change was made upon recommendation by the Association of American Medical Colleges (AAMC) and the Association of American Universities (AAU) regarding conflict of interest policies. Lastly, SFI reporting requirements have been changed to reflect recent updates to the IRB applications and OSR-010 forms (per policy OSR-010). Additional updates include the revision of the responsibility matrix, the citation of specific regulations regarding conflict of interest, and the inclusion of a list of hyperlinks to the applicable regulations and helpful FCOI information web sites. In connection with this policy revision, the SFI report form has also been altered to collect more relevant and detailed SFI information for the purpose of improving project approval turnaround time. This policy revision is not up for review because the changes are non-substantive and mostly process related.

POLICY:

No research or technology transfer activities occurring at Seattle Children's shall be adversely affected by the financial interests of persons involved in those activities. Prior to participating in a research or technology transfer activity, anyone having a significant financial interest related to the activity shall report the interest to the Research Institute. The Office of Research Compliance shall be

responsible for reviewing reports and instituting an adequate plan for the management of any potential conflicts of interest. The ultimate goal of this policy is to protect the integrity and credibility of activities related to research and to maintain public trust and confidence in Seattle Children's and its employees. All research and technology transfer activity undertaken at Seattle Children's shall be conducted in compliance with the federal regulations, which are the United States Department of Health and Human Services' Objectivity in Research Regulations 42 CFR part 50 subpart F (grants) and 42 CFR part 94 (contracts), and the United States National Science Foundation's Investigator Financial Disclosure Policy (60 FR 35820 – 35823 July 11, 1995). Through cooperation with University of Washington, research and technology transfer activity will be conducted in compliance with RCW Chapter 42.52, the Washington State Ethics in Public Service Act, as per the UW Grants Information Memorandum 10 (GIM 10).

Persons failing to comply with this policy shall be subject to sanctions as provided herein.

The federal and state regulations along with additional information regarding conflict of interest are available at the following:

[NIH COI Information Web Page](#)

[Electronic Code of Federal Regulations: 42 CFR part 50 subpart F](#)

[Electronic Code of Federal Regulations: 42 CFR part 94](#)

[National Science Foundation Investigator Financial Disclosure Policy](#)

[Washington State Legislature - Ethics in Public Service](#)

DEFINITIONS:

"Clinical Trial" means human subjects research whose purpose is to assess the safety or efficacy of drugs, devices, treatments, or preventive measures (including but not limited to Phase I, II, III, and IV FDA trials, preclinical trials, and trials utilizing normal healthy volunteers) or which may have a substantial adverse effect on patients receiving care at Seattle Children's Hospital.

"Conflict of Interest" means a divergence between an individual's financial interests and that individual's Hospital obligations, such that an independent observer might reasonably question whether the performance of the Hospital obligations are adversely affected (or have the potential to be) by considerations of personal gain, and in the case of research, includes the existence of a significant financial interest of an investigator that could directly and significantly affect the design, conduct or reporting of the research.

"Financial Interest" means any interest of economic or monetary value possessed by an investigator (or his/her spouse, domestic partner, or dependent child) that could reasonably appear to affect or to be affected by the particular research under consideration including, but not limited to, the following:

"Compensation" means any interest paid during the preceding 12 months or reasonably anticipated during the research by a commercial or non-profit enterprise in exchange for personal services.

Compensation includes *but is not limited to*:

- Consulting fees
- Honoraria
- Expense and travel reimbursements (e.g. - expense paid travel to a clinical trial investigator meeting)
- Salary or other non-royalty and non-equity remuneration from an enterprise other than Seattle Children's, CUMG and/or the University of Washington.

Compensation *does not include*:

- Salary and other forms of non-royalty and non-equity remuneration paid by Seattle Children's, CUMG and/or the University of Washington.
- Reasonable compensation paid by a public or nonprofit enterprise in exchange for seminars, lectures or teaching engagements.
- Reasonable compensation paid by a public or nonprofit enterprise in exchange for service on advisory committees or peer review panels.

"Equity" means any interest in the profits of or stock of a commercial or non-profit enterprise, or any other ownership interest in a commercial or non-profit enterprise. This includes common stock and other equity securities, and any right to acquire any of the foregoing such as an option, warrant or other convertible security.

"Intellectual Property" means any direct or indirect interest in a patent, trademark, copyright, trade secret, know-how or other intellectual property right, including but not limited to inventorship, ownership, royalties and license fees. This definition applies regardless of whether such intellectual property right is owned by Seattle Children's or an outside commercial or non-profit entity.

"Human Subjects Research" means research involving any individual, living or deceased, about whom the investigator collects data through direct intervention of interaction, or from sources such as medical records, clinical databases, billing records and pathological or diagnostic tissue specimens.

"Inventor" means any person who has created intellectual property in which Seattle Children's has any right or interest, including but not limited to patents, trademarks, copyrights, trade secrets, or know-how.

"Investigator" means any person who shares responsibility for the design, conduct or reporting of the results of a sponsored project, including the person's spouse, domestic partner, and/or dependent children. Examples of an Investigator include, but are not limited to, faculty, post-doctoral fellow, staff scientist, graduate student, lab technician, technologist, or research associate.

"Management Plan" means a written plan for the management, reduction or elimination of a potential Conflict of Interest relating to Research arising from a Significant Financial Interest.

"Non-Sponsored Research" means research that is supported through discretionary, research endowment, or unrestricted gift accounts, or is unfunded.

"PHS Awarding Component" means the organizational unit of the Public Health Service that funds research that is subject to 42 CFR 50 subpart F.

“Principal Investigator” means an investigator who has primary responsibility for the scientific and technical conduct, reporting, fiscal and programmatic administration of a sponsored project.

“Significant Financial Interest” means any of the following:

- (a) for **all** Human Subjects Research, **any** Financial Interest.
- (b) for all research other than Human Subjects Research and all Technology Transfer Activity, (i) any Financial Interest (including Compensation, Equity and Intellectual Property) where the total aggregate value exceeds \$10,000, or (ii) any Equity Interest representing more than a 5% ownership in any single entity.

“Sponsored Research” means research that is partially or fully, proposed or funded by federal, foundation, or corporate sources.

“Research” means a systematic investigation designed to develop or contribute to generalizable knowledge relating broadly to public health, including behavioral and social-sciences research. The term encompasses basic and applied research and product development.

PROCEDURE:

A. Who is Required to Report a Significant Financial Interest

003-1 Research

- 003-1.1 It is the responsibility of the Principal Investigator of a research project to identify all Investigators who have a Significant Financial Interest (SFI) requiring reporting under this policy. It is the Principal Investigator’s responsibility to ensure Investigators identified as having SFI submit their SFI reports.
- 003-1.2 It is the responsibility of any Investigator who is anticipating participation in research or already participating in research to report a Significant Financial Interest that s/he has.

003-2 Technology Transfer

- 003-2.1 It is the responsibility of the Intellectual Property Core (IP Core) to identify any Inventor required to report a Significant Financial Interest regarding an innovation or discovery that may lead to technology transfer activity.

B. When to Report a Significant Financial Interest

003-3 Significant Financial Interests shall be reported by an Investigator (including a Principal Investigator) under the following circumstances:

- 003-3.1 when a proposal for a research project is submitted to the Office of Sponsored Research (OSR),
- 003-3.2 when a human subjects research application is submitted to the Institutional Review Board (IRB),
- 003-3.3 prior to engaging in any non-sponsored, unfunded, or similar research,
- 003-3.4 when a Significant Financial Interest arises during the course of research.

- 003-4 Significant Financial Interests shall also be reported by a Principal Investigator on the “Children’s Health Care System Survey on Outside Interests” form collected annually by Children’s General Counsel under the Corporate Policy entitled “Conflicts of Interest and Fiduciary Duties of Trustees and Managers”.
- 003-5 Significant Financial Interests shall be reported by an Inventor upon direction from the IP Core.

C. How to Report a Significant Financial Interest

- 003-6 Inventors shall report any Technology Transfer activity related Significant Financial Interests (as per section 003-5) through the submission of a completed SFI Report Form to the Office of Research Compliance (ORC).
- 003-7 Investigators shall report any Research related Significant Financial Interests through submission of a completed SFI Report Form to the Office of Research Compliance (ORC). Depending on the circumstances which warranted the report, certain actions are required in conjunction with the submission of any SFI report forms. These are as follows:
- 003-7.1 When a proposal for a research project is submitted to OSR,
- 003-7.1.1 On the Request for Approval of Sponsored Research Application (Competitive, form OSR-010-F01), each Investigator is required to indicate whether s/he has a Significant Financial Interest.
 - 003-7.1.2 On the Request for Approval of Sponsored Research Application (Non-competitive continuation, form OSR-010-F02), Principal Investigators are required to certify 1) that there are no SFI changes since the original competitive application and the project is compliance with any and all management plans (if any) issued by ORC; or 2) that new SFI reports have been submitted to ORC.
- 003-7.2 When a human subjects application is submitted to the IRB,
- 003-7.2.1 On IRB applications, each Investigator is required to indicate whether s/he has a Significant Financial Interest. This includes the IRB-ITHS CRC application, the IRB Expedited Review application and the IRB Application for “Exempt” Review Status.
 - 003-7.2.2 On IRB Status Report Forms (including expedited), Principal Investigators are required to certify 1) that there are no SFI changes since the original IRB application and the project is compliance with any and all management plans (if any) issued by ORC; or 2) that new SFI reports have been submitted to ORC.
- 003-7.3 Prior to engaging in any non-sponsored, unfunded, or similar research (that does not require submission of an IRB application), Investigators shall submit to ORC a transmittal memorandum describing the nature of the proposed research.

D. Transmittal and Review of SFI Reports

- 003-8 SFI Report Forms will be submitted directly to ORC by Investigators and Inventors. ORC will contact the Investigator/Inventor for any additional information and documentation needed for the review.
- 003-9 SFI Reports will be reviewed by the ORC.
- 003-10 The ORC will provide notice to the OSR of any reported Significant Financial Interest relating to sponsored research or other research processed through the OSR.
- 003-11 SFI reviews will be completed by ORC when a proposal has been funded. The review must be completed before any expenses are incurred under an award or before any research can begin. For Human Subjects Research, in most cases, SFI reviews will be completed by ORC prior to the application review by the IRB. On occasion, if ORC has not yet completed an SFI review prior to IRB application review, the IRB approval granted will be contingent upon the SFI review by ORC.
- 003-12 On an annual basis, reports revealed on the “Children’s Health Care System Survey on Outside Interests” (as per 003-4) will be forwarded by the General Counsel’s Office to ORC. ORC will match these reports with any previous reports made via SFI Form. Any new reports will be followed up by ORC.
- 003-13 Investigators shall fully cooperate with ORC regarding any follow-up to their SFI reports.

E. Standards for Approval

- 003-14 Proposed research activities will only be approved if ORC determines that they can be conducted in compliance with HHS regulations 42 CFR part 50 subpart F (grants) and 42 CFR part 94 (contracts), NSF regulation 60 FR 35820 – 35823 July 11, 1995, and RCW Chapter 42.52 and if an adequate Management Plan can be implemented. When the research is sponsored solely by NSF and does not involve human subjects, ORC may waive the requirement for a Management Plan if it determines that the risks of a potential conflict of interest are outweighed by the public interest in having the research go forward without a Management Plan.
- 003-15 In determining what action(s) should be taken to manage a financial conflict of interest, ORC may choose to convene a Conflict of Interest Review Board (see policy RIA-005). For potential conflicts of interest regarding Technology Transfer activity, the ORC may choose to consult with the Intellectual Property Committee in addition to convening the Conflict of Interest Review Board.

F. Management Plan and Closing Letter

- 003-16 The Office of Research Compliance shall determine the terms, conditions and restrictions, if any, that are required as part of a Management Plan. It may convene a Conflict of Interest Review Board and consult with the Investigator as it deems appropriate. The Management Plan shall be conveyed in a closing letter with copies to

the Research Institute President, Chief Academic Officer, and to other persons deemed appropriate, which may include the Director of the Office of Institutional Assurances, applicable Center Director, Director of Research Human Resources, Vice President for Human Resources, or OSR representative.

- 003-17 The Management Plan may require that one or more of the following actions be taken in order to manage, reduce, or eliminate a potential conflict of financial interest:
- 003-17.1 Disclosure of Significant Financial Interests, including to the public, human subjects, researchers and other participants, publishers, and conference organizers;
 - 003-17.2 Monitoring of research by independent researchers and/or reviewers, disinterested individual or committees;
 - 003-17.3 Placing copies of research data with a neutral party;
 - 003-17.4 Disqualification from participation in all or a portion of the research;
 - 003-17.5 Requiring that Significant Financial Interest be divested, restructured, or placed in blind trust;
 - 003-17.6 Modification or severance of relationships that create potential Conflicts of Interest;
 - 003-17.7 Changing terms of agreement relating to the research;
 - 003-17.8 Requiring that Investigator participation in the recruitment or consent of subjects in human subjects research be prohibited or restricted;
 - 003-17.9 Requiring additional disclosures or actions with respect to matters before the IRB;
 - 003-17.10 Requiring non-participation in any business transactions between the Hospital and parties to agreements involving sponsored research.

G. Subcontractor Compliance

- 003-18 Seattle Children's subcontractors funded from HHS or NSF awards shall be required to notify the Office of Sponsored Research of the existence of any conflicting interest identified by the Subcontractor. Subcontractors must certify and assure that any reported conflicting interest has been managed, reduced or eliminated in accordance with 42 CFR Part 94.
- 003-19 If a Subcontractor identifies a conflicting interest subsequent to the initiation of the subcontract, the following actions must be performed within sixty days of identification of the interest:
- 003-19.1 the subcontractor must notify OSR of the conflicting interest;
 - 003-19.2 the conflicting interest must be managed, reduced or eliminated in accordance with 42 CFR Part 94.
- 003-20 OSR will notify ORC of any conflicting interests identified by a Subcontractor and of any assurances provided by the Subcontractor.
- 003-21 ORC will notify the Principal Investigator and if appropriate, the IRB, of any conflicting interests identified by a Subcontractor. The Principal Investigator and ORC will determine if continued participation by the Subcontractor is appropriate, and may seek consultation of the funding agency if appropriate.

H. After-Acquired Significant Financial Interest

- 003-22 Any Investigator or Inventor who acquires a new or increased Significant Financial Interest shall promptly submit a new SFI Report Form to ORC.
- 003-23 It is the Principal Investigator's responsibility to ensure that any newly acquired Investigators on a research project are identified and submit required SFI reports to ORC. This includes any Investigators added to a research project through modifications to an IRB application.

I. Summary Disposition Procedures

- 003-24 The Office of Research Compliance may implement summary procedures for the disposition of matters involving compliance with this policy that it deems reasonable and appropriate. These may include written approvals for annual reports, renewals, and no-cost extensions where ORC reasonably determines that the facts and circumstances pertaining to the matter being approved have not materially changed since the date of the original review and approval. All such summary approvals shall be documented.

J. Annual Management Plan Reporting

- 003-25 All Investigators and Inventors subject to a Management Plan shall report annually or more frequently if required by a management plan. These reports shall be provided directly to ORC. Unless exempt under summary disposition, annual reporting shall include submission of a new SFI Report Form.

K. Sanctions and Remedies for Violation of Policy

- 003-26 Whenever a person has violated this policy, including failure to submit a required report of financial interests or failure to comply with the requirement of a management plan, ORC shall report violators to the Chief Academic Officer (CAO) and President of the Research Institute. The CAO and President shall be responsible for enforcing this policy, and shall take reasonable steps to respond appropriately to violations, including, but not limited to: (1) suspending expenditures on a research account, (2) administratively suspending IRB approval, (2) instituting disciplinary measures to include suspension or termination.
- 003-27 If criminal conduct has been detected, Children's Research Institute shall take reasonable steps to respond appropriately to the criminal conduct and to prevent further similar criminal conduct, including making necessary modifications to this policy.

L. Record Keeping

- 003-28 All SFI Reports submitted to ORC will be treated as confidential.
- 003-29 Records of and related to Significant Financial Interest reports shall be retained by ORC no less than five (5) years after the date of completion of the research or technology transfer activity to which they relate. For research projects, the date of completion is the date of submission of the final expenditures report.

M. Federal Reporting

- 003-30 Prior to the expenditure of any funds under an award, the ORC shall disclose to the PHS Awarding Component the existence of any reported Significant Financial Interest which requires reporting according to 42 CFR Part 50. ORC will assure the PHS Awarding Component that the interest has been managed, reduced or eliminated in accordance with 42 CFR Part 50.
- 003-31 When any Significant Financial Interest (as defined by 42 CFR Part 50) is identified after Seattle Children's initial report under an award, within sixty days of that identification, the interest will be managed, reduced or eliminated and an updated disclosure will be made to the PHS awarding component by the ORC in accordance with 42 CFR Part 50.

N. Auditing and Oversight

- 003-32 ORC shall take such actions that it deems reasonable to audit and/or monitor compliance with Management Plans, including obtaining regular reports from individuals and committees charged with oversight responsibilities in connection with Management Plans.

GUIDELINES

- 003-33 Participation in Business Negotiations. No investigator having a significant financial interest in a commercial or non-profit organization outside Seattle Children's may participate in negotiating the terms and conditions of any agreement between Children's and that organization on behalf of either party.
- 003-34 Participation in Administration of Agreements. No investigator having a significant financial interest or a management position in a commercial or non-profit organization outside Children's may have primary responsibility for administering an agreement between Children's and that organization on behalf of either party.
- 003-35 Availability of Research Data. All data and results arising from research in which an investigator has a significant financial interest required to be reported under this policy must be available for disinterested scientific review.

- 003-36 Clinical Trial Investigators. No one may participate as an investigator in a clinical trial sponsored by a start-up commercial or non-profit organization in which he or she has an equity or intellectual property interest, holds a management position or serves on the organization's Board of Directors.
- 003-37 Outside Consulting Work. Investigators receiving compensation from a commercial or non-profit organization outside Children's must ensure that no services performed as part of outside consulting work duplicate any work they perform while participating in research.
- 003-38 Informed Consent. No investigator having a significant financial interest that is deemed to be a conflict of interest may participate in the informed consent process in research involving human subjects.
- 003-39 Disclosure of Interests. All investigators having a significant financial interest must disclose the nature of the interest in connection with scholarly publication or presentation of the results of the research.
- 003-40 Financial Interests in Competitors and Competitive Products. Investigators shall be considered as having a financial interest for the purposes of this policy if they have any interest of economic or monetary value in a business that produces a competing product that could reasonably appear to affect or to be affected by the particular research or technology transfer activity under consideration.
- 003-41 Clinical Trials of Children's or University Technology. No person shall participate in a clinical trial involving technologies licensed by Seattle Children's or the University of Washington if that person has a substantial equity interest in the licensee or intellectual property interest in the technology without a full conflict of interest review and management plan being implemented. When the Hospital has either a substantial equity interest in the licensee or an intellectual property interest in the technology, funding for clinical trials will not be accepted without a full conflict of interest review and management plan being implemented.
- 003-42 Data Production and Analysis. Investigators having a significant financial interest that is deemed to be a conflict of interest shall not perform primary data analysis or production of data involving subjective scoring or similar methods of obtaining data unless there is a clear and convincing indication that the design of the research and its analysis would provide no opportunity for bias.
- 003-43 Oversight Arrangements. In general, oversight committees or other oversight arrangements will be established in cases involving intellectual property interests and equity interests in start-up companies.
- 003-44 Conflicting Management Roles in Outside Organizations. No person may simultaneously serve in key management positions for both Children's and an outside organization on the same research project. For purposes of this guideline, key management positions shall include principal investigator and any other role in which the person has the authority to make or recommend significant business, contractual, or financial decisions relating to the research project. In no event may an investigator act as principal investigator for both Children's and an organization contracting with

Children’s with respect to a research project unless another Children’s employee, not in a direct reporting relationship to the conflicted investigator, has been designated by Children’s to be responsible for all business, contractual, and financial decisions relating to the outside organization.

RESPONSIBILITY MATRIX

Responsibility	Action
Principal Investigator	<ul style="list-style-type: none"> • Report Significant Financial Interests using the Significant Financial Interest Report Form under the following circumstances: (a) when a proposal for a research project is submitted to the Office of Sponsored Research (OSR), (b) when a human subjects application is submitted to the Office of Institutional Assurances, (c) prior to engaging in any unsponsored, unfunded, or similar research, (d) when a Significant Financial Interest arises during the course of research. • Submit Report on “Children’s Health Care System Survey on Outside Interests” form on annual basis. • Identification of all Investigators who share responsibility for the design, conduct or reporting of a project, and are required under this policy to report Significant Financial Interests. • Ensure Investigators identified as having SFI submit their SFI reports. • Ensure Investigators’ prompt reporting of new or increased SFI • Ensure newly hired Investigators submit any required SFI reports • Ensure that all Investigators complete required training on Financial Conflict of Interest. • If subject to a Management Plan, comply with the Management Plan and provide annual report (or more frequently, if required) directly to ORC.
Investigators	<ul style="list-style-type: none"> • Report Significant Financial Interests using the Significant Financial Interest Report Form under the following circumstances: (a) when a proposal for a research project is submitted to the Office of Sponsored Research (OSR), (b) when a human subjects application is submitted to the Office of Institutional Assurances, (c) prior to engaging in any unsponsored, unfunded, or similar research, (d) when a Significant Financial Interest arises during the course of research. • Prompt reporting of new or increased SFI • If subject to a Management Plan, comply with the Management Plan and provide annual report (or more frequent, if required) to ORC.
Inventors	<ul style="list-style-type: none"> • Report Significant Financial Interest using the SFI report

	<p>form</p> <ul style="list-style-type: none"> • If subject to a Management Plan, comply with the Management Plan and provide annual report (or more frequent, if required) to ORC.
OSR	<ul style="list-style-type: none"> • Notify ORC of any SFI indicated on OSR-010-F01 forms • Notify ORC of any indicated changed SFI status on OSR-101-02 forms • Place hold on all project accounts in which a report was made until notified by ORC that potential conflict was eliminated, reduced or otherwise adequately managed. • Obtain notification of any existing conflicting interest identified by subcontractors and obtain assurances from subcontractors that Significant Financial Interests have been disclosed and managed. • Notify ORC of both subcontractor conflicting interests and subcontractor assurances.
IRB	<ul style="list-style-type: none"> • Notify ORC of any SFI indicated on IRB-ITHS CRC application, IRB Expedited Review application or IRB Application for “Exempt” Review Status • Notify ORC of any indicated changed SFI status on IRB Status Report forms • Hold approval on any project with an associated SFI report until notified by ORC that potential conflict was eliminated, reduced or otherwise adequately managed.
ORC	<ul style="list-style-type: none"> • Review SFI reports • In determining what action should be taken to manage a financial conflict, may convene a Conflict of Interest Review Board. • Determine the terms, conditions and restrictions, if any, that are required as part of a Management Plan. • Provide OSR, Office of Institutional Assurances, and IP Core with notification of any Management Plans put into place • Report disposition of matters involving a report in accordance with federal requirements 42 CFR part 50 and 60 FR 35820 – 35823 July 11, 1995. • Provide financial conflict of interest reports by a Seattle Children’s subcontractor to the Principal Investigator for review. • Retain records on reports for a period of no less than five (5) years. • Take actions as it deems reasonable to audit and/or monitor compliance with Management Plans • Report violations of this policy, including failure to make a required report of financial interests or failure to comply with the requirements of a Management Plan to the Chief Academic Office and President of the Research Institute.

IP Core	<ul style="list-style-type: none">• Identification of Inventors required to submit SFI Reports.
CAO and President	<ul style="list-style-type: none">• Institute appropriate sanctions or discipline for Investigators or Inventors violating this policy.

Submitting Office: Research Institute Administration

Approved by:

\\s\ James B. Hendricks, PhD 3/31/09
President, Seattle Children's Research Institute