

APPROVED BY BOARD OF DIRECTORS ON NOV 13, 2025

Speaker Policy

The Orthopaedic Research Society (ORS) values the contributions of invited speakers who enhance the quality of programming. The following policy outlines the honorarium and benefits that may be provided to member and non-member speakers participating in ORS events.

As a practice, the ORS encourages speakers to primarily come from the current ORS membership. However, we recognize the importance of inviting non-ORS members to bring new and different perspectives and expertise to ORS programs.

ORS Member Speakers

ORS member speakers are defined as:

- Current ORS Member or an ORS Member in the last 5 years who is willing to renew their membership.

Non-member Speakers

Non-member speakers are defined as:

- Not an ORS Member in the last 5 years.
- Has not attended an Annual Meeting more than once (1x) in the last 5 years.
- Possesses a level of expertise not readily available within the current ORS membership.

EVENT TYPES WITH INVITED SPEAKERS

Annual Meeting Events

1. Keynote Speakers (Opening and Closing Plenary Sessions at the Annual Meeting)

- The speaker honorarium not to exceed \$10,000.
- Honorarium will be determined based on speaker reputation and/or requested speaker fees.
- The Board President will submit a proposal to the finance committee for approval if a request exceeds \$10,000.

2. Workshops, Symposiums, Spotlights, and Section Meetings

- **Speaker Reimbursement**
 - **ORS Member speakers**
 - Do not receive an honorarium or travel funding.
 - **Non-member speakers**
 - Do not receive an honorarium
 - Travel reimbursement, including transportation, hotel, and meals, will be provided upon receipt submission to ORS up to the following amounts:
 - US-based Speakers: \$1,200
 - Non-US Speakers: \$1,600
 - Complimentary Annual Meeting registration

- **Number of Non-Member Speakers per event**
 - **Workshops & Symposiums**
 - Each workshop chair may invite up to one (1) non-member speaker
 - Chairs must invite member speakers unless there is a non-member speaker with expertise that cannot be provided from the ORS membership.
 - The Guest Clinical Society and Guest National are excluded from these maximum number of non-member speakers
 - **Spotlights**
 - The Annual Meeting Scientific Committee can invite up to three (3) non-member spotlight speakers per Annual Meeting.
 - **Sections**
 - Each section may invite one (1) non-member speaker.
 - To mitigate ORS speaker expenses, the chair must consider a member speaker first and demonstrate a concerted effort to select member speakers before non-member speakers are considered.
 - Speaker reimbursement would come from the section budget.

3. Research Interest Groups (RIGS)

- ORS will provide one (1) complimentary non-member Annual Meeting registration per RIG.
- No honorarium or travel reimbursement will be provided.

4. Career Development Sessions

- All career development sessions should be presented by ORS members. If non-member speakers possess unique expertise that is essential for the session, the ORS will provide up to two (2) complimentary Annual Meeting registrations for non-members.
- No honorarium or travel reimbursement will be provided.

5. Innovation Network and Industry Alliance

- ORS will provide two (2) complimentary Annual Meeting registrations for non-member speakers.
- No honorarium or travel reimbursement will be provided.

6. Guest Clinical Society

- ORS will provide four (4) complimentary Annual Meeting registrations for the Guest Clinical Society.

7. Webinars

Webinar speakers should come from the extensive ORS membership. In exceptional cases, a non-member speaker may be used with prior justification and approval from the Board.

- ORS Member speakers do not receive an honorarium.
- Non-member speakers do not typically receive an honorarium