

SUBJECT: Proposed amendments to the ACOFP Constitution regarding Officer Composition and Terms

SUBMITTED BY: ACOFP Board of Governors

REFERRED TO: 2023 American College of Osteopathic Family Physicians (ACOFP) Congress of Delegates

RESOLUTION NO. 6

1 WHEREAS, the American College of Osteopathic Family Physicians (ACOFP) Board of
2 Governors drafted and approved the 2020-2024 Strategic Plan in October 2019 and
3 Congress was first able to approve it in March 2021; and

4 WHEREAS, one key objective raised by the Board during strategic planning in June 2019 was to
5 work on enhancing ACOFP's organizational effectiveness by assessing and streamlining
6 our governance structure; and
7

8 WHEREAS, the Board's goal is to ensure ACOFP is being governed in a way that is responsive to
9 today's fast-changing society and profession, ensuring a more representative, effective
10 and efficient board, which will naturally make ACOFP a more nimble and successful
11 organization; and
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13 WHEREAS, the Board of Governors self-assessments in 2020, 2021 and 2022 identified Board
14 composition as the assessment factor rated with the greatest opportunity for
15 improvement, backed up by qualitative feedback; and
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17 WHEREAS, to support this goal and given the pandemic, strategic planning and Board feedback,
18 the Board voted to appoint a Governance Task Force to explore leading practices in
19 governance of healthcare organizations and charged the Task Force to:
20 Align ACOFP's board composition and committee structures to increase the effectiveness
21 and efficiency of governance in order to advance the profession and sustain the
22 organization. The aspirational organizational objectives include:

- 23 • Being efficient, effective and inclusive
- 24 • Advancing organizational performance
- 25 • Ensuring all appointments are based on objective competencies and multi-faceted
26 diversity elements that are needed to represent the membership and profession
- 27 • Creating processes that are perceived as open, fair and consistent
- 28 • Increasing leadership opportunities; and
29

30 WHEREAS, the ACOFP Board of Governors sought counsel from the Association Management
31 Center (AMC) dating back to February 2020 to review ACOFP's current governance,
32 benchmark ACOFP against association leading practices, and provide governance training
33 to the Board; and
34

WHEREAS, AMC conducted leadership interviews and sent out a survey in April 2020 to committee members, ACOFP Future Leaders alum and past presidents asking feedback to help evaluate factors that impact the effectiveness of the ACOFP's governance structure; and

WHEREAS, the April 2020 Governance and March 2021 Diversity, Equity and Inclusion (DEI) surveys illustrate member confusion on ACOFP's leadership pathways and opportunities as currently organized; and

WHEREAS, the Board of Governors focused their generative discussions at the June 2020 and 2021 strategic planning meetings around ways to further enhance ACOFP's governance; and

WHEREAS, volunteers are increasingly not willing or unable to commit 10+ years of service on the Board, but still have interest and valuable insights and perspective to share to advance the mission and vision of the ACOFP; and

WHEREAS, the Vice President, Immediate Past President and Second Past President roles, comprising half of the Executive Committee, all have the same scope of responsibility in the ACOFP Bylaws to "perform duties and provide advice and counsel as requested by the President" and this can continue to be achieved in the same manner by any and all members of the Executive Council; and

WHEREAS, the elimination of the Vice President and second Past President is fiscally responsible and would allow for one New-in-Practice (NIP) Governor to be elected to the Board for a single two (2) year term therefore ensuring that a new career physician is on the Board to increase leadership opportunities and the ability to adapt more quickly to organizational needs and representation of the diversity of the membership; now; and

WHEREAS, the ACOFP Board took into consideration feedback gained from the 2022 ACOFP Congress of Delegates and made two notable changes from the 2022 resolution pertaining to the Articles of Incorporation which includes adding a New-in-Practice Governor to ensure this perspective is represented and removing the recommendation to automatically ascend the Secretary/Treasurer to the President-Elect position; now, therefore be it

RESOLVED, that the American College of Osteopathic Family Physicians (ACOFP) change the Officer composition by eliminating the Vice President and Second Past President positions to allow for a New-in-Practice Governor to be elected for a single two (2) year term; and, be it further

RESOLVED, that the ACOFP changes the following articles and sections of the Constitution to be modified and read as follows:

(Old material crossed out, new material added in color)

81 **ARTICLE VI – OFFICERS**

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83 The elected officers of this College shall be the President, President-Elect, the
84 **Immediate** Past President ~~s for the preceding two years, Vice President,~~ and
85 Secretary/Treasurer.

86
87 **ARTICLE VII - BOARD OF GOVERNORS**

88
89 **Section 1.**

90 The Board of Governors shall be composed of the President, President-Elect, the
91 **Immediate** Past President, ~~and s for the preceding two years, Vice President,~~
92 Secretary/Treasurer, six (6) Governors-at-large, **one New-in-Practice Governor as**
93 **defined in the Bylaws**, one osteopathic Resident Governor, or an allopathic Resident
94 Governor in osteopathic focused education at a family medicine residency with ACGME
95 osteopathic recognition status, one osteopathic Student Governor, and the Speaker **and**
96 **Vice Speaker** of the Congress of Delegates, all to be selected as provided in the Bylaws.
97 The Speaker **and Vice Speaker of the Congress of Delegates shall be ex-officio**
98 **members of the Board of Governors with** ~~has~~ voice but no vote.
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FINAL ACTION: APPROVED as of March 29, 2023