

SUBJECT: Proposed amendments to the ACOFP Bylaws regarding the Board of Governors Composition and Terms

SUBMITTED BY: ACOFP Board of Governors

REFERRED TO: 2022 American College of Osteopathic Family Physicians (ACOFP) Congress of Delegates

RESOLUTION NO. 25

1 WHEREAS, the American College of Osteopathic Family Physicians (ACOFP) Board of Governors
2 drafted and approved the 2020-2024 Strategic Plan in October 2019 and Congress was first
3 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 our
6 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 and
10 efficient board, which will naturally make ACOFP a more nimble and successful organization;
11 and

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13 WHEREAS, the Board of Governors self-assessments in 2020 and 2021 identified Board composition
14 as the assessment factor rated with the greatest opportunity for improvement, backed up by
15 qualitative feedback; and

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17 WHEREAS, to support this goal and given the pandemic, strategic planning and Board feedback, the
18 Board voted to appoint a Governance Task Force to explore leading practices in governance of
19 healthcare organizations charged the Task Force to:

20 Align ACOFP's board composition and committee structures to increase the effectiveness and
21 efficiency of governance in order to advance the profession and sustain the organization. The
22 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 council from the Association Management Center
31 (AMC) dating back to February 2020 to review ACOFP's current governance, benchmark
32 ACOFP against association leading practices, and provide governance training to the Board;
33 and

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

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

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

| 43 WHEREAS, currently only one Governor-at-large is appointed each year, limiting the board from
44 being able to quickly adjust to current organizational needs and accurate representation of
45 the diversity of its membership; and
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| 47 WHEREAS, the constituency of the ACOFP has, and continues to become more diversified, the
48 membership and Board of Governors have expressed that the ACOFP Board of Governors
49 reflect and represent the entire membership; and
50

51 WHEREAS, it has been historically and culturally accepted and expected that once elected as a
52 Governor-at-large, one would ascend to president after 8-10 years of service, there is not a
53 clearly identified pathway for members with leadership skills and needed competencies to
54 serve in the capacity of Governor unless they have this aspiration to be president; now,
55 therefore be it
56

57 RESOLVED, that the American College of Osteopathic Family Physicians (ACOFP) change the Board
58 of Governors term to 3 years per term, 2 terms max (6 years total), with no guarantee on re-
59 appointment or ascension to the Executive Committee; and, be it further
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61 RESOLVED, that the American College of Osteopathic Family Physicians (ACOFP) amend Article IX,
62 Section 3 of the Bylaws as follows:
63

64 *(Old material crossed out, new material in color)*

65 **ARTICLE IX - ELECTIONS**

66 **Section 3. Term Limits**

| 67 Governors, other than those whose terms are defined above, shall be limited to **two (2)**
68 ~~three (3)~~ consecutive three-year (3) terms as Governor, with the exception that the
69 Governor may complete the term in which **six (6)** ~~nine (9)~~ years or more of service is
70 completed.
71

72 FINAL ACTION: APPROVED as of March 16, 2022
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