

SUBJECT: Proposed amendments to the ACOFP Bylaws regarding the ACOFP Committees

SUBMITTED BY: ACOFP Board of Governors

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

RESOLUTION NO. 26

- 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 and committee structure, which will naturally make ACOFP a more
11 nimble and successful organization; and
- 12
- 13 WHEREAS, to support this goal and given the pandemic, strategic planning and Board feedback,
14 the Board voted to appoint a Governance Task Force to explore leading practices in
15 governance of healthcare organizations and charged the Task Force to:
16 Align ACOFP's board composition and committee structures to increase the effectiveness
17 and efficiency of governance in order to advance the profession and sustain the
18 organization. The aspirational organizational objectives include:
- 19 • Being efficient, effective and inclusive
20 • Advancing organizational performance
21 • Ensuring all appointments are based on objective competencies and multi-faceted
22 diversity elements that are needed to represent the membership and profession
23 • Creating processes that are perceived as open, fair and consistent
24 • Increasing leadership opportunities; and
- 25
- 26 WHEREAS, the ACOFP Board of Governors sought council from the Association Management
27 Center (AMC) dating back to February 2020 to review ACOFP's current governance,
28 benchmark ACOFP against association leading practices, and provide governance training
29 to the Board; and
- 30
- 31 WHEREAS, AMC conducted leadership interviews and sent out a survey in April 2020 to
32 committee members, ACOFP Future Leaders alum and past presidents asking feedback
33 to help evaluate factors that impact the effectiveness of the ACOFP's governance
34 structure; and

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

38 WHEREAS, the Board of Governors focused their generative discussions at the June 2020 and
39 2021 strategic planning meetings around ways to further enhance ACOFP's governance;
40 and

41 WHEREAS, current bylaws have a nine year term limit per committee with no term-limit for the
42 chair position allowing for a member to serve as chair for their entire time on a
43 committee, which decreases volunteer engagement and the opportunity for ACOFP
44 members to expand their leadership skills in the role as chair; and
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46 WHEREAS, current bylaws do not have a limit on the number of committees or chair roles any
47 one member can support and having any one member serve on several committees
48 simultaneously, particularly if in the position as chair, reduces the availability of these
49 leadership opportunities for other members; and
50

51 WHEREAS, the proposed resolution helps with succession planning and works to ensure one-
52 person doesn't have all the information needed for a program to be a success; now,
53 therefore be it
54

55 RESOLVED, that the American College of Osteopathic Family Physicians (ACOFPP) amend Article
56 X, Section 5 of the Bylaws as follows:
57

58 *(old material crossed out, new material added in color)*

59 Article X
60 Section 5
61

62 Standing committee members ~~and chairs~~ shall serve a maximum of ~~up to three~~ **six (6)**
63 consecutive ~~three~~ **one**-year terms. **Years served as committee chair do not count against the**
64 **years serving as a committee member. A member is eligible to serve on that same**
65 **committee after two years have passed from their time of service on that committee.** ~~, with~~
66 ~~the exception that the member may complete the term in which nine (9) years or more of service~~
67 ~~is completed.~~

68
69 **Members may only serve on a maximum of 2 committees at a time, not including service**
70 **on an ACOFP work group or task force.**

71
72 **Committee chairs may serve a one-year term, renewable two times (3 years total). A**
73 **member may only serve as chair of one ACOFP committee at a time, but may still serve on**
74 **a second committee, plus additional ACOFP work groups and/or task forces. In situations**
75 **where no committee members apply to be chair, the President has the authority to extend**
76 **the term of the current chair until a replacement is found.**
77

FINAL ACTION: APPROVED as of March 16, 2022