

## **AMENDMENT TO OHFAMA BYLAWS**

### **PROPOSITION A-17: LIMITING PRIVILEGES OF RESIDENT AND POSTGRADUATE MEMBERS**

**PURPOSE:** To change the OHFAMA bylaws of the resident and postgraduate member category so that the voting privileges are limited with respect to academy officer elections, academy bylaws amendments and annual budget approval, to restrict the ability to hold certain offices at the academy and state levels and to further define the qualifications of an OHFAMA Delegate for resident and postgraduate members.

**BACKGROUND:** The number of resident and postgraduate members has seen steady growth and has nearly doubled in the last five years<sup>1</sup> due in large part to the APMA and OHFAMA membership campaigns which includes the APMA bylaws change allowing waiver of dues to all resident members. Such growth has added voting power to the resident and postgraduate member category since it now comprises 17% (114/658) of the membership vote statewide<sup>1</sup>. With this growth, it has become apparent that this population of members has more voting power at the academy level and potentially has the ability to swing votes on academy policy, budgets and officers. Further, should resident and postgraduate members obtain credentials as an OHFAMA Delegate for their respective academies they also now have a greater influence in similar policy, budgets and officers at the state level. Current APMA and OHFAMA bylaws state residents are eligible to vote<sup>2</sup>.

The vast majority of resident and postgraduate members are, in fact, residents. Residents are either in their first, second or third year of training. During their training, they are customarily focused on their educational and patient care obligations in addition to their ongoing required testing for licensures and certifications. Their active participation in national, state and local associations is limited by the burden of their training programs as well as the every-day life obligations we all endure. They lack the private practice experience that most podiatrists have and thus don't truly grasp the implications and consequences of the policies, finances and elections at the state and local levels. Add to this the fact that first year residents will know very little about association management and policy and will have little or no knowledge of the meeting agendas. Also, many third year residents are planning to practice in another Ohio area or leave the state altogether to practice elsewhere, so their interest in local policy is less likely.

It is very reasonable for APMA resident members to have a vote at the national level where applicable since no matter where residents end up, the policy will be relevant. However, at the state and local level there needs to be a change to reflect the grown resident and postgraduate member population in Ohio and their ability to affect policy, finances and elections when they don't have the level of "skin in the game". APMA bylaws do state that "...a component society or association may adopt bylaws that contain stricter qualifications and more limited privileges

for various categories of membership..."<sup>3</sup>, so it is possible to make these changes without violating any APMA policy.

The limitations hereby proposed that should be addressed on resident and postgraduate members are the following:

1. Prohibit resident and postgraduate members from voting in OHFAMA Academy officer elections. Residents are often unqualified to judge the applicants running for offices due to their limited time in their program area and may lack the experience to make these decisions on all candidates. Further, candidates running for officer positions are often attending physicians in the academy area that may preside over residents at local hospitals and teaching institutions, thus creating an actual or perceived conflict of interest with their votes.
2. Prohibit resident and postgraduate members from running for and holding the OHFAMA Academy offices of President, Treasurer, Trustee and Alternate Trustee and any OHFAMA Executive Committee positions or APMA Delegate/Alternate Delegate position. Academy President and Treasurer are the offices that control the finances of an academy, which residents should not have access to or control of. Additionally, the Academy President manages the academy operations and meetings which residents should be restricted from influencing. Furthermore, the Academy President sits on the OHFAMA House of Delegates Reference Committee, presiding over propositions and resolutions annually, which is major state association policy beyond what residents should have authority over. OHFAMA Trustee and Alternate Trustee positions have a seat on the Board of Trustees at the state level, the scope of which is beyond the resident typically bound to their program in their home academy area, and is a three-year elected position, which due to the term length, is a position that a three-year resident would not be expected to honor for the full commitment. The resident member is already represented on the Board of Trustees by the Young Physician Trustee.<sup>4</sup>
3. Prohibit resident and postgraduate members from voting on academy bylaws approvals or amendments. Prohibit resident and postgraduate members from voting on any academy budget items. Limited time in the area may make residents uninformed voters and the departure of the resident from the academy area in 1-3 years would result in a resident voting on policy that doesn't affect them beyond the very short-term, hence the "skin in the game" argument once again.
4. Resident and postgraduate members must attend more than 50% of the academy's annual meetings in order to be credentialed as a Delegate to the OHFAMA HOD. This ensures that residents have met a *minimum* standard of participation at the academy level and prevents filling the seats at the House of Delegates with uninformed,

unqualified voters. It is reasonable to assume that resident members with this level (>50%) of participation should be allowed to be an active voter at the House of Delegates on all issues and fosters new leadership at the local and state levels.

#### **REFERENCES:**

<sup>1</sup>REPORT OF THE OHFAMA BOARD OF TRUSTEES. REPORT C. HOD-NOV 2016. OHFAMA Membership. Richard Schilling, DPM, OHFAMA President.

<sup>2</sup>APMA Bylaws, March 2017, Article 4.5.3.

<sup>2</sup>OHFAMA Bylaws, Article III. Section E.2.d.

<sup>3</sup>APMA Bylaws, March 2017, Article 6.3.

<sup>4</sup>OHFAMA Bylaws, Article X, Section A.

**POLICY DOCUMENT:** OHFAMA Bylaws

**SUBMITTED BY:** Midwest Academy

**CO-SPONSORED BY:** OHFAMA Board of Trustees

**FINANCIAL IMPACT:** \$250. No financial impact is anticipated at the academy level.

Communication from the state level to the academies is expected to be a minimal amount of OHFAMA staff time. APMA Bylaws state regarding limiting categories of membership beyond what is stated in the bylaws: "Such rules shall be subject to review and approval by the APMA Board of Trustees"<sup>3</sup>. It is believed that communications from the APMA BOT and OHFAMA staff and OHFAMA Executive Committee and/or BOT may involve staff time and teleconferences. Therefore we have estimated a \$250 financial impact for the initial policy confirmation. There is no anticipated ongoing/annual financial impact.

**INSTRUCTIONS:** Delete the stricken text and insert the underlined text.

#### **BYLAWS:**

##### **ARTICLE III - MEMBERSHIP**

##### **Section E - Privileges**

##### **2. Resident and Postgraduate Members**

- a. Shall receive all publications of the Association.
- b. Shall be eligible for admission to any educational session and such other services as are provided by the Association.

- c. Shall be eligible for election or appointment to any committee, council, board or similar position in the Association as provided in these Bylaws with the exceptions of the Academy offices of President, Treasurer, Trustee and Alternate Trustee, the OHFAMA Executive Committee offices and the APMA Delegate/Alternate Delegate positions.
- d. Shall be eligible to vote at the Academy level with the exceptions of officer elections, any part of or whole budget approvals and bylaws approvals or amendments.
- e. Shall be eligible to vote at the OHFAMA House of Delegates.

## **ARTICLE VII - HOUSE OF DELEGATES**

**Section C** - Each Delegate, before being seated in the House, shall present a certificate, signed by the President of the Academy, stating that he/she is a duly elected Delegate, and a member in good standing. Alternate Delegates shall present a like certificate and shall serve in the absence of the Delegate. Resident and Postgraduate Delegates must certify that they have attended more than 50% of their respective Academy meetings since the previous House of Delegates.