

Report of the
OHFAMA House of Delegates
Assessment Committee
(OHAC)

August 1, 2019

Purpose:

To determine if there is a better model of an Annual Business Meeting that OHFAMA should follow.

Facts:

- Delegate attendance has declined at the HOD.
- Why?
- OH HOD is a long event (Fri & Sat, 7-8 hours).
- Why?
- OHFAMA HOD budget is \$8500.
- Why?
- Only 4 states have a HOD (OH, PA, NY, CA).
- Why?

SELF ASSESSMENT & NATIONAL ASSESSMENT

OHAC:

Committee:

- Marc Greenberg, DPM
- Richard Kunig, DPM
- Karen Kellogg, DPM

Oversight:

- Todd Loftus, DPM
 - 2019 OHFAMA President
- Jimelle Rumberg, PhD
 - OHFAMA Executive Director

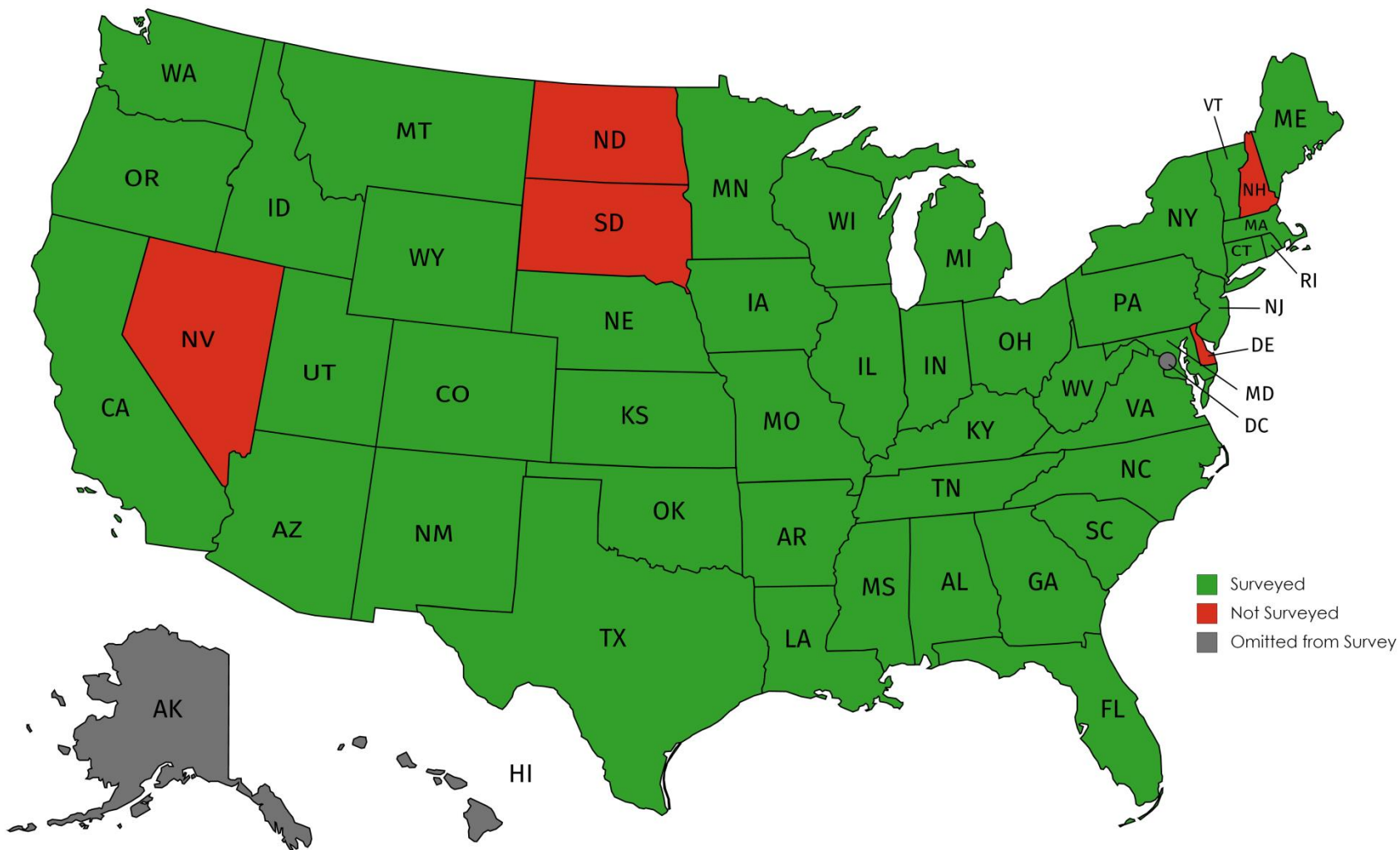


Timeline:

- Form the Committee.
- Discuss OHAC purpose & methods.
- Formulate questions for states.
- Contact states.
- Review state info. Discuss with Drs. Rumberg and Loftus.
- Survey members.
- Report to BOT.
- Resolution for HOD?

Procedure for Polling States:

- List of questions written by OHAC.
- Differences in question list based on:
 - States with HOD (OH, PA, NY, CA).
 - State with HOD in past but now none (NJ).
 - States with no HOD (43 others).
- Questions focused on:
 - Meeting length.
 - Budget.
 - Meeting purpose/agenda.
 - Member participation, attendance.
 - Young Member involvement and recruitment.
 - Leadership structure, development and elections.



Phone Survey Results

States with a HOD:

➤ CA

➤ NY

➤ PA

➤ OH

California:

- 1 full day event.
- Budget \$20,000. Not an issue due to assoc. size (1,040).
- Associated with The Western, CME seminar.
- Board handles business during the year.
- Much communication via website, social media, newsletter.
- Many committees.
- Well attended by students, residents, active members.
- Sponsors used to finance the event.
- Agenda: Resolutions, budget, elections, reports.
- Political agenda covered at their Legislative Conference.
- Meeting is a bylaws requirement.

New York:

- Multi-day event. Board meeting Thur. HOD Fri - Sun.
- Budget \$96,000 in 2019, \$90,000 in 2018.
- No association with any CME event.
- Very social oriented event.
- Agenda: Resolutions, budget, elections, reports.
- Political agenda covered by a committee.
- Meeting is a bylaws requirement.
- Have recently considered shortening the HOD by a day in the interest of cost and time.

Pennsylvania:

- Multi-day event. Fri - Sun, filled with social events.
- Budget \$20,000. Not an issue due to assoc. size (820).
- No association with any CME event.
- Social events encourage family participation.
- HOD site moved to different place in the state each year.
- Agenda: Resolutions, budget, elections, reports.
- One of the primary means of member communication.
- Meeting is a bylaws requirement.
- June event but elected officers don't begin term until August.

Ohio:

- Multi-day event. BOT meeting, Leadership dinner, Reference Committee meetings Friday night. HOD Saturday.
- Budget \$8,500. Sponsor used to cover Leadership dinner.
- No association with any CME event.
- Recent years have seen changes with filed reports in attempt to shorten the long meeting.
- Board handles business during the year.
- Some communication via website, social media, newsletter and has increased more recently.
- Declining attendance of Delegates recently concerning.
- Agenda: Resolutions, budget, elections, reports.
- Meeting is a bylaws requirement.

States with an Annual Business Meeting

- 39 states included in data.
- 30/39 have Business Meeting at the state's annual CME seminar (77%).
- 7/39 have Business Meeting at another CME event (18%).
- 2/39 have Business Meeting at a non-CME meeting (5%).
- 95% (37/39) of Business Meetings have associated CME meetings.
- 100% of states with associated CME meetings stated that the CME meeting was a draw to increase attendance at the Business Meeting.
- 4 states include the cost of the meeting in their state dues (FL, IA, MO, TN).

Meeting Length

- 20/43 less than 1 hour (47%).
- 15/43 1-2 hours (35%).
- 3/43 2-4 hours (7%).
- 5/43 one or more days (12%), (CA, FL, OH, NY, PA).
- 35/43 less than 2 hours (81%).
- 38/43 less than 4 hours (88%).

Meeting Length by Size

- Larger memberships more likely to have HOD. 4 states > 500 members (APMA 2019 data) included (CA, OH, NY, PA).
- Remaining states > 500 members had meetings consistent with the rest of the smaller membership states.
- NY: 1,176 members, 3 day meeting.
- CA: 1,040 members, 1 day meeting.
- FL: 1,008 members, 1 day meeting.
- PA: 820 members, 3 day meeting.
- IL: 715 members, 2 hour meeting.
- TX: 662 members, 3 hour meeting.
- OH: 655 members, 1+ day meeting.
- NJ: 642 members, 1 hour meeting.

Consideration of Changes

- None of the states with a Business Meeting structure were interested in changing to a HOD model (39/39).
 - Casual.
 - Shorter.
 - Lower budget.
 - Easier to amend plan without bylaws changes.
- NJ formerly had HOD, recently changed to Business Meeting.
 - Cost.
 - Appealing to membership desires.
 - Members were relieved to shed formal HOD structure.

Governance Structures

- Most states have a specific election process associated with their annual meeting.
- Exceptions:
 - MA: Elections in Spring by electronic ballot.
 - UT: Mail ballot only if there is a contested election at their annual meeting.
- Most states have elected officers (Executive Committee) and a Board that handles state business during the year and the business meetings are for reporting to members.
- Some states have specific issues (i.e. budget, elections) that require membership votes.
- Most states have procedures and/or committees to seek new leadership and slate candidates for their elections.
- States with a leadership committee that made efforts to seek out Young Member involvement were most satisfied with their elections process.

Meeting Cost

- States with a HOD have the highest cost for meetings by far.
 - CA: \$20,000.
 - NY: \$96,000.
 - PA: \$20,000.
 - OH: \$8,500.
- FL: Only state without HOD and high cost (\$6,000 - \$8,000).
- States with meetings at CME events stated they are able to use sponsors and existing meeting facilities to keep business meeting costs down, typically under \$2,000.

Young Member Engagement

- Young Physicians: Defined by APMA as “podiatrists who graduated from podiatric medical school within the past 10 years”.
- All states expressed importance of Young Members in their association.
- All states were satisfied with efforts and results with Young Member involvement or were actively searching for solutions to increase Young Member involvement.

Young Member Engagement

- The most satisfied states as far as participation at annual meetings:
 - Good relationship with podiatry school in the state.
 - Good relationship with residency programs in the state.
 - Willingness of older members within leadership to search for Young Members and step aside when it is time for them to take over.

Young Member Engagement

- The least satisfied states as far as participation at annual meetings:
 - Unwillingness of older members to step aside.
 - Large geographic area of state.
 - Unwillingness of Young Members to make the sacrifice of travel and time.
 - Scope of practice and legislative barriers:
 - Medicaid inclusion.
 - Amputations.
 - Ankle.
 - States with Young Member issues had more difficulty finding new leadership often resulting in the same elected officials recycled at Executive Committee and Board levels.

OHFAMA Annual Meeting Paper Survey

May 2019

Did not specify if respondents had served at the HOD.

- Do you feel the HOD is too long?

Yes = 14, No = 21, Don't know = 24.

- Would you prefer having the HOD as a stand-alone business meeting and do away with the HOD?

Yes = 13, No = 17, Don't know = 27.

- Would you be more likely to attend/participate at a business meeting if it was held during the Annual Scientific Seminar?

Yes = 31, No = 14, Don't know = 11.

- Would you attend an OHFAMA business meeting (possibly during lunch) if it were held with a Day Seminar CME event?

Yes = 41, No = 11.

OHFAMA Annual Meeting Paper Survey

May 2019

Please indicate the importance of the following OHFAMA activities are to YOU.

➤ Annual Seminar CME:

Very = 57, Somewhat = 2, Not very = 0, Not at all = 0.

➤ OHFAMA House of Delegates:

Very = 12, Somewhat = 24, Not very = 15, Not at all = 4.

➤ CME Day Seminars (currently Surgical and Sports Injury):

Very = 25, Somewhat = 24, Not very = 9, Not at all = 1.

OHFAMA Online Survey (Survey Monkey)

June 2019

Q1: Have you served as a Delegate or other officer (Trustee or Executive Committee) at the OHFAMA HOD in the last five years?

(104)

Yes = 49 (47%)

No = 55 (53%)

HOD attendee more likely to respond to survey.

- 65 Delegates, 8 Trustees, 5 Exec. Comm. = 78
- 12% of 655 active members.

1. OHFAMA 2018 HOD data.

2. APMA membership data report, 2018 HOD.

OHFAMA Online Survey (Survey Monkey)

June 2019

Q2: What is most important to you at the HOD?

(103)

- N/A. I have not served as a Delegate or officer. (39)
- Hearing reports and updates (legislative, legal, State Medical Board, APMA, etc.) that can affect my practice. (37)
- Networking with my colleagues. (3)
- Representing my Academy. (11)
- Voting on budget approval, bylaws, resolutions and elections. (13)

78% (50/64) supporting Annual Business Meeting (ABM) agenda issues.

OHFAMA Online Survey (Survey Monkey)

June 2019

Q3: What is least important to you at the HOD?

(104)

- N/A. I have not served as a Delegate or officer. (37)
- Hearing reports and updates (legislative, legal, State Medical Board, APMA, etc.) that can affect my practice. (8)
- Networking with my colleagues. (41)
- Representing my Academy. (12)
- Voting on budget approval, bylaws, resolutions and elections. (6)

79% (53/67) find least important the non-ABM agenda items.

OHFAMA Online Survey (Survey Monkey)

June 2019

Q4: Regarding the annual HOD or Business Meeting, if the event were to be shortened to less than two hours, would you be more likely to attend if it was held at a CME event/seminar?

(104)

- Yes = 76 (73%)
- No = 28 (27%)

Matches findings of OHAC state surveys.

OHFAMA Online Survey (Survey Monkey)

June 2019

Q5: How do you feel about making changes to our HOD? (104)

- I would make no changes to the HOD. (13)
- I would be in favor of a shorter HOD (cost would not change). (18)
- I would be in favor of a change to a Business Meeting that is a shorter event, lower cost and has decisions made by my elected officials (Executive Committee and Board of Trustees) reported to me on most issues while maintaining membership still voting on budget approval and elections. (40)
- I have no preference on the above options. (33)

Of those with a preference, 56% (40/71) prefer a change to ABM.

Add those with no preference, 70% (73/104) would change to ABM.

Questions?

Options

- Make no changes to the HOD.
- Continue the HOD but decrease the number of Delegates.
- Change from a HOD to an Annual Business Meeting.

Recommendations

Annual Business Meeting

- Most states have this model and function well.
- Allows for shorter meetings with all reports.
- Still allows membership voting power with budget and elections.
- Still allows elected officials power of management.
- Gives elected officials additional power to make necessary changes in some cases without waiting for another annual meeting to vote on issues.
- Establish committees to handle specific tasks and report (Leadership, Budget & Finance, Education, Legislative, Membership, Community Relations, etc.)
- Continue current increase use of media (website, social media, newsletter, etc.) to maintain transparency and connect with members.

Recommendations

Annual Business Meeting

- Affiliate with CME event. Strongly supported by OHAC research including state surveys and membership surveys.
- Continue meeting in the Fall.
- Support a 2 hour Business Meeting with lunch. Many states stated the lunch was a draw to members. Supported by OHFAMA members survey.
- Facilities at CME event, sponsor revenue and CME revenue would likely result in an Annual Business Meeting net cost projected between \$0 - \$1,000 (Savings of \$7,500 - \$8,500) and is supported by the model of many states in OHAC research.

Questions?

What is the next step?