

**TOPIC**

Pilot exploring a 2-year Presidency for MCFP

**BRIEF DESCRIPTION OF THE RATIONALE FOR THIS TOPIC:**

For several years the Board of the Manitoba College of Family Physicians (MCFP) has been considering moving to a 2-year term for President. This change in governance would align us more closely with the other provincial college chapters across the country and would enhance continuity of strategic initiatives and relationships.

**BACKGROUND**

Manitoba is one of two provincial chapters that has not yet transitioned to a 2-year term for President. This has been highlighted at national discussion forums like the College of Family Physicians of Canada (CFPC) Chapter Symposium and has challenged the Board of the MCFP to consider the merits of a longer presidency term. In consultation with chapter leaders from across the country, it is felt that the longer term provides strategic advantages with respect to continuity for initiatives as well as with stakeholders both locally and nationally. Our experience at MCFP reflecting on the one-year presidency is that people feel they are just reaching the point of fully understanding and having a strong grasp of the local and national issues by the time their term is ending.

The MCFP Board examined the process for creating a 2-year presidency in detail at the January 2018 Board Retreat and held follow-up discussions with CFPC’s Director, Governance & Strategic Planning, Sarah Scott. We have determined that the best course of action is to explore this change in Presidency term in the context of a pilot project lasting 3-4 years. A robust and thoughtful evaluation process will be required to ensure these changes are advantageous to the MCFP Board and its members.

**Current State:** (v) = voting member

**Past-President** (1 year)(v)

**President** (1 year)(v)

**President-Elect** (1 year)(v)

**Treasurer** (1 year)(v)

**Secretary** (1 year)(v)

**Urban Member at Large** (2 years) (v)     **Rural Member at Large** (2 years)(v)

**First Five Years in Practice Co-Chairs (FFYP) (v)**

**Resident Representatives (v)**

**Positions ex-officio:** International Medical Graduate (IMG) Representative, University of Manitoba Department of Family Medicine, Doctors Manitoba Section of Family Practice Chair, Medical Student Representatives

**Process for Advancement:** *Automatic ascension from Member at Large into Secretary; alternating between rural and urban, annual ascension from secretary to treasurer to president-elect to president.*

**Proposed Future state** (subject to change as informed by the pilot); (v) = voting member

**Past President** (1<sup>st</sup> year of President’s term) (v)

**President** (2-year term) (v)

**President Elect** (2<sup>nd</sup> year of President’s term) (v)

**Secretary/Treasurer** (2 years) (v)

**Urban and Rural Member at Large** (2 year, with option to renew) (v)

**\*First Five Years in Practice Co-Chairs (v) and \*International Medical Graduate Representative (v)**

**Resident Representatives (v)**

(\*min 2 years for these positions; candidates are determined by their respective membership sub- groups)

Positions ex-officio: University of Manitoba Department of Family Medicine, Doctors Manitoba Section of Family Practice Chair, Medical Student Representatives

Process for Advancement: Board Directors (Urban and Rural Member at Large, First Five Years in Practice Co-Chairs and International Medical Graduate Representative) may be considered for Secretary/Treasurer and ascension to President-Elect (every other year).

#### Proposed Evaluation of Pilot

Potential pros and cons of the change to a 2-year Presidency term that were identified at the retreat will form the preliminary basis for the evaluation tool. By making this change in the context of a pilot, there is a greater opportunity to review and make adjustments throughout the identified pilot timeframe without having to formally re-draft and finalize new By-Laws. This is the primary reason the CFPC recommended the pilot approach to trialing this new model for governance.

Potential Pros and Cons identified by the Board of Directors of the MCFP are as follows:

#### **Pros:**

- Enhanced continuity for President both locally and nationally
  - Increased grasp of issues
  - Increased effectiveness
  - Increased visibility and credibility
- Opportunity for strategic selection to Executive with more diversity in Board positions eligible for advancement
  - Aligned with concept of skills-based Board/Executive
- Opportunity for shorter time commitments in other Board positions (non-executive)
  - Could increase member engagement/interest in Board
- Longer time on Executive increases opportunity for personal professional development

#### **Cons:**

- Loss of clear “chain” once on Board for succession to President
- Longer time commitment if do ascend to an Executive position.
  - Potential for decrease in interest from members given the long-time commitment
- May be some years no positions are open for new members to join the Board
  - Impact on member engagement
- Logistically challenging transition from current to future state

As we progress with the pilot, the potential pros/cons and the evaluation tool will be revisited and adjusted as appropriate. Updates, including evaluation outcomes will be presented annually at each Annual Meeting of Members.

If the pilot is determined to be a success than the By-Laws will be modified accordingly and brought before membership for approval at a future Annual Meeting of Members.

Your feedback and questions are welcome and appreciate. Please send any correspondence to Dr. Tamara Buchel, Executive Director of the Manitoba College of Family Physicians at [tbuchel@mcfp.mb.ca](mailto:tbuchel@mcfp.mb.ca)