Reference Committee A Report

Thursday, May 20, 2021

THIS REPORT IS NOT POLICY. THESE RESOLUTIONS WILL NOT BECOME ACADEMY POLICY UNTIL FORMALLY ACTED UPON BY THE HOUSE OF DELEGATES.

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| **Number:** | **Title:** | **Committee****Recommendation:** | **Line:** |
|  | 2021-A-01 | Article III, Sections 2 and 6 -- Sustaining Membership Category | Adopt | 6 |
|  | 2021-A-02 | Article III, Sections 5, 7, and 2 -- Other Health Professional as Affiliate Members | Adopt | 34 |
|  | 2021-A-03 | Article III, Section 2 and 12 -- Pre-PA Membership Category | Adopt | 61 |
|  | 2021-A-04 | Article XI, XIII Section 1, 3, 4 and 6 -- GovCom Structural Changes & Inclusion in the Bylaws | Reject | 90 |
|  | 2021-A-05 | Articles X, XI, and XIII -- Nominating Work Group Designated as a Commission | Reject | 342 |
|  | 2021-A-06 | Article XIV, Sections 5, 6, and 7 -- Review of Proposed Bylaws Resolutions | Adopt | 611 |
|  | 2021-A-07 | Article XIII, Section 5 -- Student Members Voting in Student Board Election | Adopted on Consent Agenda |  |
|  | 2021-A-08 | Article III, Section 4, Article V, Section 4a, Article XIII, Section 5a -- Credentialed Student Members Voting in General Elections | Refer | 701 |
|  | 2021-A-09 | Face to Face Meetings | Amend | 764 |
|  | 2021-A-10 | AAPA Involvement | Reaffirm | 802 |
|  | 2021-A-11 | Membership Requirements for PA Educators in both AAPA and State Constituent Organizations | Reject | 827 |
|  | 2021-A-12 | Membership Requirements in AAPA and Constituent Organizations for AAPA Speakers at AAPA Hosted Events | Reject | 857 |
|  | 2021-A-13 | Membership Support Incentive for AAPA Employer of Excellence Recipients  | Reject | 880 |
|  | 2021-A-14 | Competencies for the PA Profession Paper | Adopt | 897 |
|  | 2021-A-15 | Support for Physician Assistant Oath  | Amend | 1145 |
|  | 2021-A-16 | Equity in Compensation | Adopted on Consent Agenda |  |
|  | 2021-A-17 | Value of NCCPA Recertification  | Adopted on Consent Agenda |  |

\*Shaded resolutions were Adopted on the General Consent Agenda and will not appear in this document.

Mister Speaker, Reference Committee A has considered each of the resolutions referred to it and wishes to present the following report. The committee’s recommendations on each extracted resolution will be submitted separately, and I respectfully suggest that each extracted item be dealt with before going on to the next. Mr. Speaker, please proceed with the extraction process.

The Committee considered testimony on 2021-A-01, the resolved portion of which reads:

Amend AAPA Bylaws Article III, Sections 2 and 6 as follows:

ARTICLE III Membership.

Section 2: Classes of Membership. The membership shall consist of fellow, student, affiliate, ~~sustaining~~, physician, associate, honorary, retired, and such other members as may be recognized by the Academy.

Section 6: Sustaining Members. Sustaining members shall consist of ARC-PA, CAHEA,

CAAHEP or successor agency approved PA program graduates who have chosen not to actively practice in the profession and opt to be classified as sustaining members. Sustaining members shall not be entitled to vote or hold office.

Con testimony included

* If “sustaining member” category is removed, there was concern for losing membership of those that choose not to actively practice versus those that are unable to find employment.

Pro testimony included

* AAPA Director of Membership stated there are other options, such as, reduced fees to serve the needs of those who would have fit into this category. In addition, AAPA staff will assist those individuals currently in the “sustaining member” category to be properly placed in their new qualifying category.
* AAPA BOD testified that they are in favor of removing sustaining membership as the affected individuals can be included in other membership categories.

**Mister Speaker, the committee recommends adoption of Resolution 2021-A-01**

The Committee considered testimony on 2021-A-02, the resolved portion of which reads:

Amend AAPA Bylaws Article III, Sections 5, 7 and 2 as follows:

ARTICLE III Membership.

Section 5: Affiliate Members. Affiliate members shall consist of individuals ~~approved by the Membership Division of the National Office~~ from ~~the~~ OTHER health professions who desire to associate with the Academy. Affiliate members shall not be entitled to vote or hold office.

~~Section 7: Physician Members. Physician members shall consist of licensed physicians who desire to associate with the Academy. Physician members shall not be entitled to vote or hold office.~~

Section 2: Classes of Membership. The membership shall consist of fellow, student, affiliate, sustaining, ~~physician,~~ associate, honorary, retired, and such other members as may be recognized by the Academy.

Con testimony

* No con testimony was provided.

Pro testimony included

* AAPA BOD spoke that they are in agreement with this resolution.

**Mister Speaker, the committee recommends adoption of Resolution 2021-A-02**

The Committee next considered testimony on 2021-A-03, the resolved portion of which reads:

Amend AAPA Bylaws Article III as follows:

ARTICLE III Membership.

Section 2: Classes of Membership. The membership shall consist of fellow, student, affiliate, sustaining, physician, associate, honorary, retired, PRE-PA and such other members as may be recognized by the Academy.

SECTION 12: PRE-PA MEMBERS. A PRE-PA MEMBER IS AN INDIVIDUAL WHO PLANS TO APPLY TO PA SCHOOL. PRE-PA MEMBERS SHALL NOT BE ENTITLED TO VOTE OR HOLD OFFICE.

Con testimony

* No con testimony was provided.

Pro testimony included

* AAPA staff stated that pre-PA members are currently assigned to the affiliate membership category that is intended for other healthcare providers. In addition, creating a separate category allows AAPA to better track these individuals and provide support and benefits specific to the pre-PA member.
* Multiple speakers acknowledge the value this category would have for the unique needs of a pre-PA member.
* This category could facilitate AAPA research regarding potential PA students and progression into the PA profession.

**Mister Speaker, the committee recommends adoption of Resolution 2021-A-03**

The Committee considered testimony on 2021-A-04, the resolved portion of which reads:

Insert a new Article XI into the AAPA Bylaws as follows and renumber the subsequent Articles.

ARTICLE XI GOVERNANCE COMMISSION

SECTION 1: DUTIES AND RESPONSIBILITIES:

THE GOVERNANCE COMMISSION WILL SUPPORT THE GOVERNING BODIES OF AAPA IN FULFILLMENT OF THEIR RESPONSIBILITIES REGARDING MATTERS THAT RELATE TO DIRECTING THE ORGANIZATION. SPECIFICALLY, THE GOVERNANCE COMMISSION SHALL:

1. CARRY OUT SUCH DUTIES AND RESPONSIBILITIES AS ARE SET FORTH IN THESE BYLAWS, INCLUDING THOSE RELATED TO ELECTIONS IN ARTICLE VI, SECTION 3 AND ARTICLE XIII, SECTION 6 AND REVIEW OF BYLAWS RESOLUTIONS IN ARTICLE XIV.
2. ADVISE AAPA LEADERSHIP ON GOVERNANCE-RELATED ISSUES BY PROVIDING REVIEW, RESEARCH, ANALYSIS AND RECOMMENDATIONS.
3. PROMOTE AND SUPPORT THE OPTIMAL PERFORMANCE OF AAPA LEADERSHIP WHICH, IN TURN, PROMOTES MEMBER TRUST AND ENGAGEMENT.
4. REVIEW AAPA GOVERNANCE DOCUMENTS AND MAKE RECOMMENDATIONS TO ENHANCE TRANSPARENCY AND TO IMPROVE EFFECTIVENESS AND EFFICIENCY OF GOVERNANCE OPERATIONS.
5. SERVE IN AN ADVISORY CAPACITY TO THE CONSTITUENT RELATIONS WORK GROUP (CRWG).
6. COLLABORATE WITH THE JUDICIAL AFFAIRS COMMISSION (JAC) AS INDICATED IN THE AAPA JUDICIAL AFFAIRS MANUAL.
7. REVIEW AND PROVIDE COMMENTS ON AAPA POLICIES ASSIGNED TO IT BY THE HOUSE OFFICERS OR THE BOARD OF DIRECTORS.
8. COLLABORATE WITH OTHER COMMISSIONS, ORGANIZATIONS AND STAFF, AS NEEDED, TO ENSURE COMPLIMENTARY CROSS-ORGANIZATIONAL STRATEGY, RESEARCH, AND PLANNING PROCESSES.
9. COLLABORATE WITH OTHER COMMISSIONS, CONSTITUENT ORGANIZATIONS, STAFF, AND AAPA COUNSEL, AS NEEDED, TO ENSURE ORGANIZATIONAL COMPLIANCE AND CONSISTENCY OF POLICIES AND PROCEDURES.

SECTION 2: COMPOSITION, METHOD OF ELECTION.

1. THE GOVERNANCE COMMISSION IS COMPOSED OF SEVEN (7) NON-AAPA BOARD MEMBERS. COMMISSION MEMBERS WILL CONSIST OF:
	* 1. TWO ELECTED BY PLURALITY VOTE OF THE HOUSE OF DELEGATES.
		2. TWO ELECTED BY PLURALITY VOTE OF THE BOARD OF DIRECTORS.
		3. TWO ELECTED BY PLURALITY VOTE OF THE GENERAL MEMBERSHIP.
		4. ONE ELECTED BY A PLURALITY VOTE OF THE STUDENT ACADEMY ASSEMBLY OF REPRESENTATIVES (AOR).
2. GOVERNANCE COMMISSION CANDIDATES SHOULD PRE-DECLARE THEIR CANDIDACY.
3. THE HOUSE OF DELEGATES SHALL DETERMINE VOTING PROCEDURES FOR THE HOUSE-ELECTED MEMBERS OF THE GOVERNANCE COMMISSION.
4. THE BOARD SHALL DETERMINE VOTING PROCEDURES FOR THE BOARD-ELECTED MEMBERS OF THE GOVERNANCE COMMISSION.
5. THE GOVERNANCE COMMISSION SHALL DETERMINE VOTING PROCEDURES FOR THE ELECTION OF MEMBERS FROM THE GENERAL MEMBERSHIP FOR THE GOVERNANCE COMMISSION.
6. THE ASSEMBLY OF REPRESENTATIVES SHALL DETERMINE VOTING PROCEDURES FOR THE ELECTION OF THE AOR ELECTED MEMBER OF THE GOVERNANCE COMMISSION.

SECTION 3: ELIGIBILITY AND QUALIFICATIONS

1. MEMBERS APPLYING TO THE GOVERNANCE COMMISSION THROUGH THE GENERAL MEMBERSHIP ELECTION MUST BE CURRENT FELLOW MEMBERS OF AAPA. THOSE APPLYING TO THE GOVERNANCE COMMISSION THROUGH THE BOARD, HOUSE OR AOR ELECTIONS MUST BE CURRENT FELLOW OR STUDENT MEMBERS OF AAPA.
2. GOVERNANCE COMMISSION MEMBERS MAY NOT RUN FOR ANY AAPA ELECTED OFFICE DURING THE TERM TO WHICH THEY WERE ELECTED.
3. GOVERNANCE COMMISSION MEMBERS CANNOT HOLD ANY OTHER ELECTED OFFICE, COMMISSION OR WORK GROUP POSITION IN AAPA DURING THEIR TERM OF SERVICE ON THE GOVERNANCE COMMISSION.

SECTION 4: TERM OF SERVICE:

1. WITH THE EXCEPTION OF THE STUDENT ACADEMY REPRESENTATIVE, THE TERM OF SERVICE FOR FELLOW MEMBERS OF THE GOVERNANCE COMMISSION SHALL BE TWO (2) YEARS, WITH THE EXCEPTION OF THE FIRST YEAR, IN WHICH THE CANDIDATE WITH THE HIGHEST VOTE WILL SERVE A TWO-YEAR TERM AND THE CANDIDATE WITH THE SECOND HIGHEST NUMBER OF VOTES WILL SERVE A ONE-YEAR TERM.
2. THE TERM OF SERVICE OF THE MEMBER ELECTED BY THE AOR SHALL BE ONE YEAR.
3. TERMS SHALL BE STAGGERED.
4. NO MEMBER MAY SERVE MORE THAN TWO CONSECUTIVE TERMS.

SECTION 5: VACANCY

IF A MEMBER OF THE GOVERNANCE COMMISSION LEAVES DURING A TERM, THE POSITION WILL BE FILLED AT THE NEXT ELECTION CYCLE IN THE SAME MANNER BY THE GROUP WHO ELECTED THE OUTGOING MEMBER. IF THE GOVERNANCE COMMISSION DROPS BELOW THREE MEMBERS, A SPECIAL ELECTION WILL NEED TO BE HELD.

Further resolved

Amend AAPA Bylaws Article XIII as follows:

ARTICLE XIII Elections.

Section 1: Positions to be Filled by Election. Elected positions include Directors-at-large; one Student Director; the Academy Officer positions of President-elect and Secretary-Treasurer; and the House Officer positions of Speaker, First Vice Speaker, and Second Vice Speaker; and such number of members of the GOVERNANCE COMMISSION AND Nominating Work Group as may be set forth in Article XI AND ARTICLE [NEW NWG ARTICLE NUMBER] of these Bylaws. The House Officer positions shall be filled by the House of Delegates in the manner prescribed by Article VI, Section 3. The Student Director shall be elected in the manner prescribed by Article V, Section 3. The GOVERNANCE COMMISSION AND Nominating Work Group positions shall be filled by the ~~House of Delegates~~ APPROPRIATE BODY in the manner prescribed by Article XI AND [NEW NWG ARTICLE NUMBER]. All other elected positions shall be filled in the manner prescribed by this Article XIII.

Section 2: Term of Office.

* + 1. The term of office for the Academy Officer positions of President, President-elect, and Immediate Past President shall be one year. The term of office for the Student Director shall be one year. The term of office for Directors-at-Large and for the Academy Officer position of Secretary-Treasurer shall be two years. The term of office for House Officer positions shall be one year.
		2. Officers’ and Directors’ positions will automatically be resigned effective at the end of the leadership year if the individual runs for an alternate office.

Section 3: Eligibility and Qualifications of Candidates for Elected Positions Other Than Student Director, GOVERNANCE COMMISSION or Nominating Work Group Member.

1. A candidate must be a fellow member of AAPA.
2. A candidate must be a member of an AAPA Chapter.
3. A candidate must have been an AAPA fellow member and/or student member for the last three years.
4. A candidate must have accumulated at least three distinct years of experience in the past five years in at least two of the following major areas of professional involvement. This experience requirement will be waived for currently sitting AAPA Board members who choose to run for a subsequent term of office.
5. An AAPA or constituent organization officer, board member, committee, council, commission, work group, task force chair.
6. A delegate to AAPA’s House of Delegates or a representative to the Student

Academy of AAPA’s Assembly of Representatives.

1. A board member, trustee, or committee chair of the Student Academy of AAPA, PA Foundation, Physician Assistant History Society, AAPA’s Political Action Committee, Physician Assistant Education Association or National Commission on Certification of Physician Assistants.
2. AAPA Board appointee.
3. A candidate for House Officer must have been a seated delegate for a minimum of two years in the past five years.

Section 4: Self-declaration of Candidacy. Self-declaration, in accordance with policy, shall be permitted in ALL ACADEMY ELECTIONS ~~the election of Academy Officers, Directors-at-large, and House Officers.~~

Section 5: Eligible Voters.

1. Eligible voters for President-elect, Secretary-Treasurer, ~~and~~ Directors-at-large AND GENERAL ELECTORATE GOVERNANCE COMMISSION SEATS are fellow members.
2. Eligible voters for House Officers and for HOUSE-elected members of THE GOVERNANCE COMMISSION AND Nominating Work Group are voting members of the House of Delegates who are present at the time of the election.
3. Eligible voters for the Student Academy President-elect and Student Academy Directors of Outreach and Communication, are credentialed members of the Assembly of Representatives and Student Board members present at the time of the election.
4. ELIGIBLE VOTERS FOR THE STUDENT ACADEMY-ELECTED GOVERNANCE COMMISSION MEMBERS ARE CREDENTIALED MEMBERS OF THE ASSEMBLY OF REPRESENTATIVES PRESENT AT THE TIME OF THE ELECTION.
5. Eligible voters for the Student Academy Chief Delegate are credentialed members of the Assembly of Representatives, Student Academy Board members, and credentialed student delegates.
6. Eligible voters for Student Academy Regional Directors are credentialed members of the Assembly of Representatives and Student Board members from within the respective region who are present at the time of the election.
7. For all positions, eligible voters must be current members in good standing (fellow or student) as of the date that is fifteen (15) days before the respective election.

Section 6: Election Procedures. The Governance Commission shall determine the timing and procedures for all Academy elections, EXCEPT THE NON-GENERAL MEMBERSHIP-ELECTED MEMBERS OF THE GOVERNANCE COMMISSION, ensuring House elections take place at the annual meeting of the House of Delegates in accordance with the North Carolina Nonprofit Corporation Act and these Bylaws.

Section 7: Vote Necessary to Elect. A plurality of the votes cast shall elect the Directors-at-large and the Academy Officers (excluding the Vice President), so long as the number of votes cast equals or exceeds a quorum of one (1) percent of the members entitled to vote in the election. In the case of a tie vote, the House of Delegates shall vote to decide the election from among the candidates who tied. The vote necessary to elect the House Officers (including the Speaker, who shall serve as the Vice President of the Academy) shall be prescribed in Article VI, Section 3.

Section 8: Commencement of Terms. The term of office for all elected positions, including Directors-at-large, the Student Director, Academy Officers, and House Officers, shall begin on July 1. In the event that the election of the House Officers occurs later than July 1, the new House Officers will take office at the close of the meeting during which they were elected.

Section 9: Vacancies. Academy Officers and Directors, the Student Director and House Officers may resign or be removed as provided in these Bylaws. The method of filling positions vacated by the holder prior to completion of term shall be as follows:

* 1. OFFICE OF THE PRESIDENT. The President-elect shall become the President to serve the unexpired term. The President-elect shall then serve a successive term as President.
	2. OFFICE OF THE PRESIDENT-ELECT. In the event of a vacancy in the office of President-elect, the Immediate Past President shall assume the duties, but not the office of the President-elect while continuing to perform the duties of Immediate Past President. The Nominating Work Group will prepare a slate of candidates.   Eligible members, as described in Section 6 of this Article, shall elect a new President-elect from the candidates proposed and any candidates that self-declare. The elected candidate will take office immediately and will serve the remainder of the un-expired term.
	3. SPEAKER; First vice Speaker; Second vice-Speaker. A vacancy in the positions of the Speaker, First Vice Speaker, or Second Vice Speaker shall be filled in the manner prescribed by the House of Delegates Standing Rules, and in accordance with Article VI, Section 3 of these Bylaws.
	4. Student Academy Board Member. A vacancy in the Student Director position shall be filled in the manner prescribed by the Student Academy Bylaws.
	5. Other Board vacancies. The Nominating Work Group will prepare a slate of candidates. Eligible members, as described in Section 6 of this Article, shall elect a new officer and/or director from the candidates proposed and any candidates that self-declare. The elected candidate will take office immediately and will serve the remainder of the un-expired term.

Con testimony included

* References were made to the redundancy of this policy and questioned the necessity.
* Concern was expressed regarding the potential for additional steps for the Nominating Work Group.
* A request was made for consideration of additional student members.
* Potential conflict of interest for a commission to determine its own voting procedures.
* Recommendations for division were made.

Pro testimony included

* Existence of the Governance Commission is in the bylaws without specific reference to their duties. With this resolution, the duties are clearly outlined and transparent.
* Chair of Governance Commission Review Task Force clarified that currently the Governance Commission members are appointment by the President. With the resolution the members would now be elected which would allow for more equity between HOD and BOD as well as transparency of member selection.

**Mister Speaker, the committee recommends rejection of Resolution 2021-A-04**

The Committee considered testimony on 2021-A-05, the resolved portion of which reads:

Amend AAPA Bylaws Articles X, XI and XIII as follows:

ARTICLE X Board Committees; Academy Commissions, ~~and~~ Work Groups,~~;~~ Task Forces, Ad Hoc AND OTHER COMMITTEES ~~Groups~~.

Section 1: Board Committees. The Board of Directors, by resolution adopted by a majority of the Directors present at a meeting at which a quorum is present, may establish and appoint such Board Committees as may be necessary to carry out the duties of the Board. WITH THE EXCEPTION OF THE AUDIT COMMITTEE, ~~O~~only members of the Board of Directors shall be eligible to serve on Board Committees, and each Board Committee shall have two or more members, who shall serve at the pleasure of the Board. Board Committees may exercise the Board’s authority only to the extent specified by the Board of Directors by resolution, or by the Articles of Incorporation or these Bylaws. A Board Committee shall not, however, (1) authorize distributions; (2) recommend to members or approve dissolution, merger or the sale, pledge, or transfer of all or substantially all of the corporation’s assets; (3) elect, appoint, or remove Directors, or fill vacancies on the Board of Directors or any of its committees; or (4) adopt, amend, or repeal the Articles of Incorporation or the Bylaws. The designation of and the delegation of authority to any such committee shall not operate to relieve the Board of Directors, or any individual Director, of any responsibility imposed upon them by law.

Section 2: Other Committees. Other committees not having and exercising the authority of the Board of Directors in the management of the Corporation may be designated by the Board of Directors or by the House of Delegates as follows:

* 1. Commissions and Work Groups. The House of Delegates ~~shall~~ MAY recommend to the Board the establishment of commissions and work groups of the Academy. The Board of Directors ~~shall~~ MAY establish such commissions and work groups BASED ON A HOD RECOMMENDATION OR INDEPENDENTLY and set forth the respective duties, responsibilities, and membership eligibility requirements thereof.~~, as the Board may deem advisable.~~ With the exception of the Nominating ~~Work Group~~ COMMISSION AND GOVERNANCE COMMISSION, the Board of Directors shall appoint commission and work group chairs and members according to procedures established by the Board.
	2. Task Forces, Ad Hoc ~~Groups~~ and Other Committees. The Board of Directors may establish and appoint ~~such~~ Academy task forces and ad hoc ~~groups~~ COMMITTEES and set forth the respective duties, responsibilities, and membership eligibility requirements thereof.~~, as the Board may deem advisable.~~ The House Speaker may establish and appoint such House Committees and TASK FORCES ~~ad hoc groups as may be~~ necessary to carry out the duties of the House of Delegates.

ARTICLE XI Nominating ~~Work Group~~ COMMISSION

Section 1: Duties and Responsibilities. The Nominating ~~Work Group~~ COMMISSION shall carry out such duties and responsibilities as (1) are set forth in these Bylaws; and (2) are established by the Board of Directors in accordance with Article X, Section 2, subject to the approval of the House of Delegates. Such duties and responsibilities shall include:

1. Annually evaluate the environment and recommend to the Governance Commission any ~~skills, capabilities or other characteristics~~ COMPETENCIES AND SKILLSETS that will support a diverse and high-performing Board of Directors.
2. Support communication and education efforts to inform all members of elected leadership opportunities and how to qualify for those positions.
3. Identify and recruit qualified members and encourage a broad slate of candidates to run for elected positions within AAPA.
4. ~~Evaluating~~ EVALUATE all candidates seeking nomination according to the qualification criteria set forth in these Bylaws and according to such other selection guidelines as may be ~~established~~ RECOMMENDED by the Board of Directors.
5. ~~Endorsing~~ ENDORSE ~~a single or multiple~~ a slate of candidates for each nominated position.
6. PROVIDE A LIST OF ENDORSED CANDIDATES TO THE GOVERNANCE COMMISSION

Section 2: Composition: Method of Election or Appointment. The Nominating ~~Work Group~~ COMMISSION is composed of seven (7) members, ~~five (5) of which~~ TWO (2) of WHOM are elected by plurality vote ~~at~~ BY the House of Delegates AT THE annual meeting. Two (2) members are appointed by the Board of Directors AND THREE (3) ARE ELECTED BY THE GENERAL MEMBERSHIP. Nominating ~~Work Group~~ COMMISSION candidates should pre-declare their candidacy; however, write-in candidates WILL BE ACCEPTED IN ALL NOMINATING COMMISSION ELECTIONS, and nominations and self-declarations from the House floor will be accepted at the time of elections IN THE HOUSE OF DELEGATES ELECTION.

Section 3: Eligibility and Qualifications. Nominating ~~Work Group~~ COMMISSION members may not run for any of the positions ~~they are evaluating for the upcoming election~~ IN THE CURRENT OR FOLLOWING ELECTION CYCLE. Additionally:

1. A candidate must be a fellow member of AAPA.
2. A candidate must have been an AAPA fellow member and/or student member for the last three years.
3. A candidate must have accumulated at least three distinct years of recognized leadership experience in the past five years through service to the AAPA; an AAPA constituent organization; an AAPA affiliated organization; and/or a health care related professional or community organization. Examples include but are not limited to: service in the AAPA House of Delegates; the PA Foundation; PAEA; a local hospice support organization; a hospital board.
	1. Recognized leadership experience must be earned in, at least, two major areas of professional involvement.
	2. Recognized leadership experience includes a board member or organization officer; an elected or appointed representative; or a chair of a commission, committee, work group or task force.

d. Any calendar year or Academy year in which the candidate served in more than one area of professional involvement shall be counted as one distinct year of experience.

e. With the exception of the Board-appointed members, a Nominating ~~Work Group~~ COMMISSION member cannot hold any other elected office or commission or work group position in AAPA during the TERM FOR WHICH THEY WERE ELECTED ~~time of service~~ on the Nominating ~~Work Group~~ COMMISSION.

Section 4: Term of Service. The term of service for members of the Nominating ~~Work Group~~ COMMISSION shall be two (2) years. Terms shall be staggered. Individuals appointed to temporarily fill a vacancy shall be eligible to run for the vacated seat. The unexpired term the appointee previously filled shall not be counted as a filled term for purposes of determining work group tenure.

Section 5: Vacancies. Nominating ~~Work Group~~ COMMISSION vacancies shall be filled in the following manner:

1. Board-appointed Member. The Board of Directors shall appoint a replacement member to fill the remainder of the unexpired term.
2. HOUSE OF DELEGATES Elected Members. The House Officers shall appoint a temporary replacement member. The temporary appointees shall serve until replaced by the House of Delegates in the following manner: (1) the position shall be declared open for election at the next House of Delegates election and shall be filled by appropriate election process; and (2) upon completion of the election, the temporary appointee shall continue to serve until the newly elected ~~work group~~ COMMISSION member takes office at the next change of office.
3. GENERAL MEMBERSHIP: IF ONLY ONE GENERAL MEMBERSHIP POSITION IS VACANT, IT WILL BE FILLED IN THE NEXT REGULAR ELECTION CYCLE. IF TWO OR MORE GENERAL ELECTORATE MEMBER POSITIONS ARE VACANT, A SPECIAL ELECTION WILL BE HELD TO ELECT REPLACEMENT MEMBERS TO FILL THE REMAINDER OF THE UNEXPIRED TERM.

ARTICLE XIII Elections.

Section 1: Positions to be Filled by Election. Elected positions include Directors-at-large; one Student Director; the Academy Officer positions of President-elect and Secretary-Treasurer; and the House Officer positions of Speaker, First Vice Speaker, and Second Vice Speaker; and such number of members of the Nominating ~~Work Group~~ COMMISSION as may be set forth in Article XI of these Bylaws. The House Officer positions shall be filled by the House of Delegates in the manner prescribed by Article VI, Section 3. The Student Director shall be elected in the manner prescribed by Article V, Section 3. The Nominating ~~Work Group~~ COMMISSION positions shall be filled by the House of Delegates in the manner prescribed by Article XI. All other elected positions shall be filled in the manner prescribed by this Article XIII.

Section 2: Term of Office.

1. The term of office for the Academy Officer positions of President, President-elect, and Immediate Past President shall be one year. The term of office for the Student Director shall be one year. The term of office for Directors-at-Large and for the Academy Officer position of Secretary-Treasurer shall be two years. The term of office for House Officer positions shall be one year.
2. Officers’ and Directors’ positions will automatically be resigned effective at the end of the leadership year if the individual runs for an alternate office.

Section 3: Eligibility and Qualifications of Candidates for Elected Positions Other Than Student Director or Nominating ~~Work Group~~ COMMISSION Member.

1. A candidate must be a fellow member of AAPA.
2. A candidate must be a member of an AAPA Chapter.
3. A candidate must have been an AAPA fellow member and/or student member for the last three years.
4. A candidate must have accumulated at least three distinct years of experience in the past five years in at least two of the following major areas of professional involvement. This experience requirement will be waived for currently sitting AAPA Board members who choose to run for a subsequent term of office.
5. An AAPA or constituent organization officer, board member, committee, council, commission, work group, task force chair.
6. A delegate to the AAPA House of Delegates or a representative to the Student Academy of the AAPA’s Assembly of Representatives.
7. A board member, trustee, or committee chair of the Student Academy of the AAPA, PA Foundation, Physician Assistant History Society, AAPA Political Action Committee, Physician Assistant Education Association or National Commission on Certification of Physician Assistants.
8. AAPA Board appointee.
9. A candidate for House Officer must have been a seated delegate for a minimum of two years

 in the past five years.

Section 4: Self-declaration of Candidacy. Self-declaration, in accordance with policy, shall be permitted in the election of Academy Officers, Directors-at-large, and House Officers.

Section 5: Eligible Voters.

1. Eligible voters for President-elect, Secretary-Treasurer, ~~and~~ Directors-at-large, and GENERAL ELECTORATE NOMINATING COMMISSION POSITIONS are fellow members.
2. Eligible voters for House Officers and for HOUSE-elected members of Nominating ~~Work Group~~ COMMISSION are voting members of the House of Delegates who are present at the time of the election.
3. Eligible voters for the Student Academy President-elect and Student Academy Directors of Outreach and Communication are credentialed members of the Assembly of Representatives and Student Board members present at the time of the election.
4. Eligible voters for the Student Academy Chief Delegate are credentialed members of the Assembly of Representatives, Student Academy Board members, and credentialed student delegates.
5. Eligible voters for Student Academy Regional Directors are credentialed members of the Assembly of Representatives and Student Board members from within the respective region who are present at the time of the election.
6. For all positions, eligible voters must be current members in good standing (fellow or student) as of the date that is fifteen (15) days before the respective election.

Section 6: Election Procedures. The Governance Commission shall determine the timing and procedures for all Academy elections, ensuring House elections take place at the annual meeting of the House of Delegates in accordance with the North Carolina Nonprofit Corporation Act and these Bylaws.

Section 7: Vote Necessary to Elect. A plurality of the votes cast shall elect the Directors-at-large and the Academy Officers (excluding the Vice President), so long as the number of votes cast equals or exceeds a quorum of one (1) percent of the members entitled to vote in the election. In the case of a tie vote, the House of Delegates shall vote to decide the election from among the candidates who tied. The vote necessary to elect the House Officers (including the Speaker, who shall serve as the Vice President of the Academy) shall be prescribed in Article VI, Section 3.

Section 8: Commencement of Terms. The term of office for all elected positions, including Directors-at-large, the Student Director, Academy Officers, and House Officers, shall begin on July 1. In the event that the election of the House Officers occurs later than July 1, the new House Officers will take office at the close of the meeting during which they were elected.

Section 9: Vacancies. Academy Officers and Directors, the Student Director and House Officers may resign or be removed as provided in these Bylaws. The method of filling positions vacated by the holder prior to completion of term shall be as follows:

1. OFFICE OF THE PRESIDENT. The President-elect shall become the President to serve the unexpired term. The President-elect shall then serve a successive term as President.
2. OFFICE OF THE PRESIDENT-ELECT. In the event of a vacancy in the office of President-elect, the Immediate Past President shall assume the duties, but not the office of the President-elect while continuing to perform the duties of Immediate Past President. The Nominating Work Group COMMISSION will prepare a slate of candidates.   Eligible members, as described in Section 6 of this Article, shall elect a new President-elect from the candidates proposed and any candidates that self-declare. The elected candidate will take office immediately and will serve the remainder of the un-expired term.
3. SPEAKER; First vice Speaker; Second vice-Speaker. A vacancy in the positions of the Speaker, First Vice Speaker, or Second Vice Speaker shall be filled in the manner prescribed by the House of Delegates Standing Rules, and in accordance with Article VI, Section 3 of these Bylaws.
4. Student Academy Board Member. A vacancy in the Student Director position shall be filled in the manner prescribed by the Student Academy Bylaws.
5. Other Board vacancies. The Nominating Work Group COMMISSION will prepare a slate of candidates. Eligible members, as described in Section 6 of this Article, shall elect a new officer and/or director from the candidates proposed and any candidates that self-declare. The elected candidate will take office immediately and will serve the remainder of the un-expired term.

Con testimony included

* Creating a commission for this purpose is inconsistent with the definition of a commission according to the policy manual (long-standing strategy vs finite task).
* There is no clear definition of endorsement.
* The current Chair of Nominating Work Group stated it is useful to review each eligibility requirement to enhance diversity of the candidates.
* Three members elected by the general membership could limit BOD and HOD representation.

Pro testimony included

* This allows more early career PAs the opportunity to be involved in leadership.
* Author of resolution submitted an amendment based on the recommendation of legal counsel to strike “with the exception of the audit committee.”

**Mister Speaker, the committee recommends rejection of Resolution 2021-A-05**

The Committee considered testimony on 2021-A-06, the resolved portion of which reads:

Amend AAPA Bylaws Article XIV as follows:

ARTICLE XIV BYLAWS Amendments.

Section 1: To be adopted, an amendment to these Bylaws shall be approved by the Board of Directors and by a two-thirds (2/3) vote of all delegates present and voting in the House of Delegates.

Section 2: A proposal for the amendment or repeal of existing Bylaws provisions or adoption of new Bylaws provisions shall be initiated by: (a) the Board of Directors; (b) any commission or work group; (c) any Chapter; (d) any officially recognized specialty organization; (e) any caucus; (f) the Student Academy; or, (g) the collective House Officers.

Section 3: Proposed amendments shall be in such form as the House Officers prescribe.

Section 4: Amendments may be filed for presentation at the next annual meeting of the House of Delegates or for consideration in an electronic vote.

Section 5: Each PROPOSED BYLAWS amendment to be presented at the annual meeting of the House of Delegates shall be filed with the HOUSE OFFICERS ~~Governance Commission~~ at least three (3) months prior to that meeting.

1. THE GOVERNANCE COMMISSION WILL REVIEW SUBMITTED PROPOSED BYLAWS AMENDMENTS FOR GOVERNANCE-RELATED GAPS OR CONFLICTS. THEY MAY EITHER RECOMMEND TECHNICAL CHANGES TO THE HOUSE OFFICERS OR SUBMIT CONFORMING AMENDMENTS. ANY ~~The~~ ~~Governance Commission’s~~ proposed BYLAWS amendments RESULTING FROM THIS REVIEW shall be exempt from the three (3) month filing requirement, BUT SHALL BE SUBMITTED TO THE HOUSE OFFICERS NO LATER THAN 45-DAYS PRIOR TO THE HOUSE OF DELEGATES’ MEETING IN ORDER TO COMPLY WITH THE DISTRIBUTION DEADLINE IN ARTICLE VI, SECTION 4.

SECTION 6: BYLAWS AMENDMENTS ~~T~~to be considered for an electronic vote of the House of Delegates, MUST BE SUBMITTED AT LEAST 150 DAYS PRIOR TO THE ~~amendments must be submitted 150 days or greater before the~~ annual meeting of the House of Delegates. OTHERWISE, THE RESOLUTIONS WILL BE CONSIDERED AT THE ANNUAL MEETING OF THE HOUSE. AMENDMENTS TO BE CONSIDERED ELECTRONICALLY ARE SUBJECT TO REVIEW BY GOVERNANCE COMMISSION AS REFLECTED IN SECTION 5.a OF THIS ARTICLE.

Section ~~6~~ 7: PROPOSED BYLAWS AMENDMENTS ~~Proposals~~ that are not initiated by the Board of Directors will be presented to the Board ~~of Directors~~ IN THEIR FINAL FORM. ~~substantially in the form presented to the Governance Commission with such technical changes and conforming amendments to the proposal or existing Bylaws as the Governance Commission shall deem necessary or desirable.~~

1. ~~If for presentation at the next annual House of Delegates meeting, the proposal~~ ANY PROPOSED BYLAWS AMENDMENT may be considered and acted upon BY THE BOARD prior to the annual meeting OR PRIOR TO AN ELECTRONIC VOTE of the House. ANY BOARD VOTE ON A PROPOSED BYLAWS AMENDMENT PRIOR TO THE CONVENING OF THE HOUSE, SHALL BE REPORTED TO THE DELEGATES IN ADVANCE OF THE MEETING OR ELECTRONIC VOTE. ~~The proposed amendments along with the Board of Directors’ action thereon, shall be distributed to each member of the House of Delegates at least 30 days prior to the annual House meeting. in connection with the meeting notice required by Article VI, Section 4.~~
2. ~~If the proposal is to be submitted for electronic consideration of the House of Delegates, the proposed amendments along with the Board of Directors’ action thereon, shall be distributed to each member of the House of Delegates within 15 days of Board of Directors’ action. The House of Delegates will then vote on the proposal in accordance with the Standing Rules on electronic voting.~~

Section ~~7~~ 8: Proposed amendments that come to the House of Delegates with the prior approval of the Board of Directors will become effective upon approval of the House by a two-thirds (2/3) vote of all delegates present and voting.

Section ~~8~~ 9: If the House of Delegates approves a proposed amendment by a two-thirds (2/3) vote of all delegates present and voting, that was either not approved by the Board of Directors, or was amended by the House of Delegates, then the proposed amendment as passed by the House of Delegates, will be submitted to the Board of Directors for its action.

Con testimony included

* AAPA BOD was concerned with the restriction placed upon the BOD and HOD.

Pro testimony included

* AAPA BOD stated they were pro to the intent but also would be open to an amendment.

**Mister Speaker, the committee recommends adoption of Resolution 2021-A-06**

The Committee considered testimony on 2021-A-08, the resolved portion of which reads:

Amend AAPA Bylaws Article III, Section 4 as follows:

Section 4: Student Members. A student member is an individual who is enrolled in an ARC-PA or successor agency approved PA program. ~~Except~~ STUDENT MEMBERS ARE ONLY ELIGIBLE TO HOLD ELECTED OFFICE IN THE STUDENT ACADEMY OR as otherwise provided in these Bylaws~~,~~. ~~student members shall not be entitled to vote or hold office. Notwithstanding the preceding sentence, one student shall be elected by eligible student members to sit on the Board of Directors and this Student Director shall have all rights and privileges of any other member of such Board.~~ CREDENTIALED STUDENT MEMBERS OF THE STUDENT ACADEMY ASSEMBLY OF REPRESENTATIVES, CREDENTIALED STUDENT MEMBERS OF THE HOUSE OF DELEGATES, AND STUDENT MEMBERS OF THE STUDENT BOARD OF DIRECTORS SHALL BE ENTITLED TO VOTE IN AAPA GENERAL ELECTIONS.

Further Resolved

Amend Article V, Section 4a. as follows:

Section 4: Student Academy Board of Directors. The Student Academy Board of Directors directs the activities of the Student Academy.

a. The Student Academy President serves on AAPA’s Board of Directors as the Student Director. THIS STUDENT DIRECTOR SHALL HAVE ALL RIGHTS AND PRIVILEGES OF ANY OTHER MEMBER OF SUCH BOARD.

Further Resolved

Amend AAPA Bylaws Article XIII, Section 5a as follows:

Section 5: Eligible Voters.

a. Eligible voters for President-elect, Secretary-Treasurer, and Directors-at-large are fellow members~~.~~, CREDENTIALED STUDENT MEMBERS OF THE STUDENT ACADEMY ASSEMBLY OF REPRESENTATIVES, CREDENTIALED STUDENT MEMBERS OF THE HOUSE OF DELEGATES, AND STUDENT MEMBERS OF THE STUDENT BOARD OF DIRECTORS.

Con testimony included

* There were multiple requests, including from the BOD, to send this resolution to a task force for further review and action.
* Expert testimony was given that other bylaw changes would be required in order to be in compliance with this resolution.
* There may be potential for undue influence on student votes from outside sources.
* Fellows may have more experience understanding the issues affecting the PA profession.
* The benefits of the fellow membership category may be minimized.
* Due to the growth of PA programs, the number of voting PA students will continue to grow at a rapid pace through apportioned delegates and AOR representatives.

Pro testimony included

* This improves the representation of students and increases their value.
* This encourages early involvement, fosters leadership skills and expands opportunities for students.
* 25% of the AAPA overall membership are students and this resolution would strengthen their voice.

The committee considered the complexity of unresolved issues regarding credentialing and voting procedures, as well as inconsistencies with other bylaws.

**Mister Speaker, I move that Resolution 2021-A-08 be referred to the appropriate body for its consideration and that its recommendation on this resolution be submitted to the HOD by 2022.**

The Committee next considered testimony on 2021-A-09, the resolved portion of which reads:

Expire policy HA-2100.2.1.

The House of Delegates encourages the AAPA Board of Directors to provide face to face opportunities for volunteer PA leaders to conduct business successfully on behalf of the profession.

* For clarification, the reference committee used “in-person” meetings to indicate live environments when referencing testimony, instead of “face-to-face” as this could also imply virtual environments which was not the intent of the original policy.

Con testimony included

* Many individuals testified that in-person meetings have value as they provide opportunities not available in the virtual setting. Examples: Building stronger collegial relationships, improved communication beyond verbal cues, reduced barriers such as time zone differences and technical difficulties.
* This policy is only a recommendation and not a directive, so therefore, there is no harm in keeping it active.
* An amendment was offered to include various options to recognize the value of both in-person and virtual environments.

Pro testimony included

* This policy is only a recommendation and not a directive, so therefore, there is no harm in allowing it to expire.
* Travel is a barrier to participation when in-person meetings are required. Whereas, virtual environments allow more participants and increased involvement with AAPA.
* AAPA has proven the ability to embrace technology and provide effective communication and engagement.

**Mister Speaker, I move that Resolution 2021-A-09 be amended as follows:**

Expire policy HA-2100.2.1.

The House of Delegates ~~encourages~~ RECOMMENDS the AAPA Board of Directors ~~to~~ provide ~~face to face~~ IN-PERSON AND VIRTUAL opportunities for PA volunteer ~~PA~~ leaders to conduct business successfully on behalf of the profession.

The Committee next considered testimony on 2021-A-10, the resolved portion of which reads:

Expire policy HP-3300.2.1.

AAPA values the involvement in the Academy of PAs who, although not practicing clinically, remain involved in positions related to healthcare delivery, including, but not limited to, health professional education, healthcare administration, healthcare policy or regulation, or serving in an elected capacity in government.

Additional documents considered

* HP-3300.2.3: AAPA recognizes and encourages the active participation of PAs in policy making, administration, government affairs, research, and other non-clinical roles. [Adopted 2000, reaffirmed 2005, 2010, 2015]

Con testimony included

* It was stated that HP-3300.2.1 is not redundant to HP-3300.2.3 and therefore should not expire.
* The diversity of non-clinical PAs provides value to the AAPA.

Pro testimony included

* Governance Commission testified that the rationale for allowing policy HP-3300.2.1 to expire was because it was redundant with HP-3300.2.3 which is current policy.

**Mister Speaker, the committee recommends moves to reaffirm HP-3300.2.1.**

The Committee considered testimony on 2021-A-11, the resolved portion of which reads:

AAPA encourages the ARC-PA to include in its accreditation standards that faculty employed at accredited PA Education Programs be active members of the AAPA and their respective State Constituent Organization and that financial support for these memberships be provided by the PA program’s sponsoring organizations.

Con testimony included

* ARC-PA testified that it was not in their purview to mandate membership to any organization. In addition, the ARC-PA Accreditation Manual 5th Edition used in the rationale, does not mandate how individual PA programs disburse funds in support of professional development.
* AAPA BOD stated that organization membership should not be part of accreditation requirements.
* There are laws that restrict the ability for state funded PA programs to mandate membership in any organization for students and faculty.
* The cost associated with mandated membership would likely be passed on to PA students through tuition.
* There was support for encouraging increased faculty and student involvement in their state and national organizations, however, it should not create an additional accreditation standard.

Pro testimony included

* Mandated state membership could create increased advocacy at the state and national level.
* Student involvement at the state level could lead to improved student outreach and knowledge of unique practice barriers within their states.

**Mister Speaker, the committee recommends rejection of Resolution 2021-A-11**

The Committee considered testimony on 2021-A-12, the resolved portion of which reads:

PAs who meet the eligibility requirements for membership, shall be a member of AAPA and an AAPA Constituent Organization corresponding to their federal service chapter, state/US territory, specialty, or particular interest in order to be a speaker at an AAPA conference or educational program.

Con testimony included

* Membership in an organization is a personal choice and should not be mandated.
* This could limit the participation of quality and diverse PA speakers who may not have the financial means for membership.
* AAPA BOD advised this resolution could be unnecessarily restrictive.

Pro testimony included

* Membership in professional organizations encourages PAs to be knowledgeable regarding current professional issues and standards, potentially limiting the use of outdated language.
* Potential for additional benefits that could promote increased constituent organization memberships.
* AAPA should support their own members and members of constituent organizations.

**Mister Speaker, the committee recommends rejection of Resolution 2021-A-12**

The Committee considered testimony on 2021-A-13, the resolved portion of which reads:

The House of Delegates recommends to the AAPA Board of Directors that employers who financially support PA membership in both the AAPA and State Constituent Organizations would receive additional consideration for their application to the AAPA Employer of Excellence Award.

Con testimony included

* This could represent an unfair business practice and introduce bias.
* The award is merit based and should not be limited to those employers with the financial resources to pay for membership.

Pro testimony included

* The intent was to show the value of professional organization membership to employers.

**Mister Speaker, the committee recommends rejection of Resolution 2021-A-13**

The Committee considered testimony on 2021-A-14, the resolved portion of which reads:

Amend by substitution the policy paper entitled “Competencies for the PA Profession”.

**Competencies for the Physician Assistant (PA) Profession**

*Originally adopted 2005; revised 2012;* revised 2020

# June 5, 2020

**Introduction**

This document defines the specific knowledge, skills, and attitudes that physician assistants (PA) in all clinical specialties and settings in the United States should be able to demonstrate throughout their careers. This set of competencies is designed to serve as a roadmap for the individual PA, for teams of clinicians, for health care systems, and other organizations committed to promoting the development and maintenance of professional competencies among PAs. While some competencies are acquired during the PA education program, others are developed and mastered as PAs progress through their careers.

The PA professional competencies include seven competency domains that capture the breadth and complexity of modern PA practice. These are: (1) knowledge for practice, (2) interpersonal and communication skills, (3) person-centered care, (4) interprofessional collaboration, (5) professionalism and ethics, (6) practice-based learning and quality improvement, and (7) society and population health. The PA competencies reflect the well-documented need for medical practice to focus on surveillance, patient education, prevention, and population health.

These revised competencies reflect the growing autonomy of PA decision-making within a team- based framework and the need for the additional skills in leadership and advocacy.

As PAs develop greater competency throughout their careers, they determine their level of understanding and confidence in addressing patients’ health needs, identify knowledge and skills that they need to develop, and then work to acquire further knowledge and skills in these areas.

This is a lifelong process that requires discipline, self-evaluation, and commitment to learning throughout a PA’s professional career.

# **Background**

The PA competencies were originally developed in response to the growing demand for accountability and assessment in clinical practice and reflected similar efforts conducted by other health care professions. In 2005, a collaborative effort among four national PA organizations produced the first Competencies for the Physician Assistant Profession. These organizations are the National Commission on Certification of Physician Assistants, the Accreditation Review Commission on Education for the Physician Assistant, the American Academy of PAs, and the Physician Assistant Education Association (PAEA, formerly the Association of Physician Assistant Programs). The same four organizations updated and approved this document in 2012.

**Methods**

This version of the *Competencies for the Physician Assistant Profession* was developed by the Cross- Org Competencies Review Task Force, which included two representatives from each of the four national PA organizations. The task force was charged with reviewing the professional competencies as part of a periodic five-year review process, as well as to “ensure alignment with the *Core Competencies for New PA Graduates*,” which were developed by the Physician Assistant Education Association in 2018 to provide a framework for accredited PA programs to standardize practice readiness for new graduates.

The Cross-Org Competencies Review Task Force began by developing the following set of guiding principles that underpinned this work:

1. PAs should pursue self- and professional development throughout their careers.
2. The competencies must be relevant to all PAs, regardless of specialty or patient care setting.
3. Professional competencies are ultimately about patient care.
4. The body of knowledge produced in the past should be respected, while recognizing the changing healthcare environment.
5. The good of the profession must always take precedence over self-interest.

The task force reviewed competency frameworks from several other health professions. The result is a single document that builds on the *Core Competencies for New PA Graduates* and extends through the lifespan of a PA’s career.

The competencies were drawn from three sources: the previous Competencies for the Physician Assistant Profession, PAEA’s Core Competencies for New PA Graduates, and the Englander et al article Toward a Common Taxonomy of Competency Domains for the Health Professions and Competencies for Physicians which drew from the competencies of several health professions.1 The task force elected not to reference the source of each competency since most of these competencies were foundational to the work of multiple health professions and are in the public domain. The task force acknowledges the work of the many groups that have gone before them in seeking to capture the essential competencies of health professions.

1. Englander R, Cameron T, Ballard AJ, Dodge J, Bull J, Aschenbrener CA. Toward a common taxonomy of competency domains for the health professions and competencies for physicians. Academic Medicine. 2013 Aug 1;88(8):1088-94.

**Competencies**

# **Knowledge for Practice**

Demonstrate knowledge about established and evolving biomedical and clinical sciences and the application of this knowledge to patient care. PAs should be able to:

* 1. Demonstrate investigative and critical thinking in clinical situations.
	2. Access and interpret current and credible sources of medical information.
	3. Apply principles of epidemiology to identify health problems, risk factors, treatment strategies, resources, and disease prevention/health promotion efforts for individuals and populations.
	4. Discern among acute, chronic, and emergent disease states.
	5. Apply principles of clinical sciences to diagnose disease and utilize therapeutic decision- making, clinical problem-solving, and other evidence-based practice skills.
	6. Adhere to standards of care, and to relevant laws, policies, and regulations that govern the delivery of care in the United States.
	7. Consider cost-effectiveness when allocating resources for individual patient or population- based care.
	8. Work effectively and efficiently in various health care delivery settings and systems relevant to the PA’s clinical specialty.
	9. Identify and address social determinants that affect access to care and deliver high quality care in a value-based system.
	10. Participate in surveillance of community resources to determine if they are adequate to sustain and improve health.
	11. Utilize technological advancements that decrease costs, improve quality, and increase access to health care.

# **Interpersonal and Communication Skills**

Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals. PAs should be able to:

* 1. Establish meaningful therapeutic relationships with patients and families to ensure that patients’ values and preferences are addressed and that needs and goals are met to deliver person-centered care.
	2. Provide effective, equitable, understandable, respectful, quality, and culturally competent care that is responsive to diverse cultural health beliefs and practices, preferred languages, health literacy, and other communication needs.
	3. Communicate effectively to elicit and provide information.
	4. Accurately and adequately document medical information for clinical, legal, quality, and financial purposes.
	5. Demonstrate sensitivity, honesty, and compassion in all conversations, including challenging discussions about death, end of life, adverse events, bad news, disclosure of errors, and other sensitive topics.
	6. Demonstrate emotional resilience, stability, adaptability, flexibility, and tolerance of ambiguity.
	7. Understand emotions, behaviors, and responses of others, which allows for effective interpersonal interactions.
	8. Recognize communication barriers and provide solutions.

# **Person-centered Care**

Provide person-centered care that includes patient- and setting-specific assessment, evaluation, and management and health care that is evidence-based, supports patient safety, and advances health equity. PAs should be able to:

* 1. Gather accurate and essential information about patients through history-taking, physical examination, and diagnostic testing.
	2. Elicit and acknowledge the story of the individual and apply the context of the individual’s life to their care, such as environmental and cultural influences.
	3. Interpret data based on patient information and preferences, current scientific evidence, and clinical judgment to make informed decisions about diagnostic and therapeutic interventions.
	4. Develop, implement, and monitor effectiveness of patient management plans.
	5. Maintain proficiency to perform safely all medical, diagnostic, and surgical procedures considered essential for the practice specialty.
	6. Counsel, educate, and empower patients and their families to participate in their care and enable shared decision-making.
	7. Refer patients appropriately, ensure continuity of care throughout transitions between providers or settings, and follow up on patient progress and outcomes.
	8. Provide health care services to patients, families, and communities to prevent health problems and to maintain health.

# **Interprofessional Collaboration**

Demonstrate the ability to engage with a variety of other health care professionals in a manner that optimizes safe, effective, patient- and population-centered care. PAs should be able to:

* 1. Work effectively with other health professionals to provide collaborative, patient-centered care while maintaining a climate of mutual respect, dignity, diversity, ethical integrity, and trust.
	2. Communicate effectively with colleagues and other professionals to establish and enhance interprofessional teams.
	3. Engage the abilities of available health professionals and associated resources to complement the PA’s professional expertise and develop optimal strategies to enhance patient care.
	4. Collaborate with other professionals to integrate clinical care and public health interventions.
	5. Recognize when to refer patients to other disciplines to ensure that patients receive optimal care at the right time and appropriate level.

# **Professionalism and Ethics**

Demonstrate a commitment to practicing medicine in ethically and legally appropriate ways and emphasizing professional maturity and accountability for delivering safe and quality care to patients and populations. PAs should be able to:

* 1. Adhere to standards of care in the role of the PA in the health care team.
	2. Demonstrate compassion, integrity, and respect for others.
	3. Demonstrate responsiveness to patient needs that supersedes self-interest.
	4. Show accountability to patients, society, and the PA profession.
	5. Demonstrate cultural humility and responsiveness to a diverse patient populations, including diversity in sex, gender identity, sexual orientation, age, culture, race, ethnicity, socioeconomic status, religion, and abilities.
	6. Show commitment to ethical principles pertaining to provision or withholding of care, confidentiality, patient autonomy, informed consent, business practices, and compliance with relevant laws, policies, and regulations.
	7. Demonstrate commitment to lifelong learning and education of students and other health care professionals.
	8. Demonstrate commitment to personal wellness and self-care that supports the provision of quality patient care.
	9. Exercise good judgment and fiscal responsibility when utilizing resources.
	10. Demonstrate flexibility and professional civility when adapting to change.
	11. Implement leadership practices and principles.
	12. Demonstrate effective advocacy for the PA profession in the workplace and in policymaking processes.

# **Practice-based Learning and Quality Improvement**

Demonstrate the ability to learn and implement quality improvement practices by engaging in critical analysis of one’s own practice experience, the medical literature, and other information resources for the purposes of self-evaluation, lifelong learning, and practice improvement. PAs should be able to:

* 1. Exhibit self-awareness to identify strengths, address deficiencies, and recognize limits in knowledge and expertise.
	2. Identify, analyze, and adopt new knowledge, guidelines, standards, technologies, products, or services that have been demonstrated to improve outcomes.
	3. Identify improvement goals and perform learning activities that address gaps in knowledge, skills, and attitudes.
	4. Use practice performance data and metrics to identify areas for improvement.
	5. Develop a professional and organizational capacity for ongoing quality improvement.
	6. Analyze the use and allocation of resources to ensure the practice of cost-effective health care while maintaining quality of care.
	7. Understand of how practice decisions impact the finances of their organizations, while keeping the patient’s needs foremost.
	8. Advocate for administrative systems that capture the productivity and value of PA practice.

# **Society and Population Health**

Recognize and understand the influences of the ecosystem of person, family, population, environment, and policy on the health of patients and integrate knowledge of these determinants of health into patient care decisions. PAs should be able to:

* 1. Apply principles of social-behavioral sciences by assessing the impact of psychosocial and cultural influences on health, disease, care seeking, and compliance.
	2. Recognize the influence of genetic, socioeconomic, environmental, and other determinants on the health of the individual and community.
	3. Improve the health of patient populations
	4. Demonstrate accountability, responsibility, and leadership for removing barriers to health.

Con testimony included

* This has the potential to create credentialing issues at the health systems level.

Pro testimony included

* ARC-PA, PAEA, and NCCPA have already approved these competencies and the AAPA BOD is in favor of adoption.
* It was felt that the paper was well researched and was a collaborative effort amongst the four national PA organizations.
* This allows employers and preceptors to have a better understanding of PA competencies which would benefit employment opportunities and PA clinical education.

**Mister Speaker, the committee recommends adoption of Resolution 2021-A-14**

The Committee considered testimony on 2021-A-15, the resolved portion of which reads:

Resolved to adopt the following language into the AAPA policy as the official Physician Assistant Oath for our profession.

“I pledge to perform the following duties with honesty, integrity, and dedication, remembering always that my primary responsibility is to the health, safety, welfare, and dignity of all human beings:

I recognize and promote the value of diversity and I will treat equally all persons who seek my care.

I will uphold the tenets of patient autonomy, beneficence, non-maleficence, justice, and the principle of informed consent.

I will hold in confidence the information the shared with me in the course of practicing medicine, except where I am authorized to impart such knowledge.

I will be diligent in understanding both my personal capabilities and my limitations, striving always to improve my practice of medicine.

I will actively seek to expand my intellectual knowledge and skills, keeping abreast of advances in medical art and science.

I will work with other members of the health care team to assure compassionate and effective care of patients.

I will uphold and enhance community values and use the knowledge and experience acquired as a PA to contribute to an improved community.

I will respect my professional relationship with the healthcare team.

I recognize my duty to perpetuate knowledge within the profession.

These duties are pledged with sincerity and on my honor.”

Con testimony included

* The replacement of “physician” with “healthcare team” was concerning for the potential de-valuing of the PA/physician relationship. An amendment was offered to restore the word “physician.”
* PAEA was in agreement regarding the resolution with the proposed amendment to the oath.

Pro testimony included

* The language is consistent with OTP as a physician is considered part of the healthcare team.
* Official adoption of a PA oath could elevate the PA profession.
* An amendment was offered to change “Physician Assistant” to “PA” in order to be consistent with other AAPA policy.

**Mister Speaker, I move that Resolution 2021-A-15 be amended as follows:**

Resolved to adopt the following language into the AAPA policy as the official ~~Physician Assistant~~ PA Oath for our profession.

“I pledge to perform the following duties with honesty, integrity, and dedication, remembering always that my primary responsibility is to the health, safety, welfare, and dignity of all human beings:

I recognize and promote the value of diversity and I will treat equally all persons who seek my care.

I will uphold the tenets of patient autonomy, beneficence, non-maleficence, justice, and the principle of informed consent.

I will hold in confidence the information ~~the~~ shared with me in the course of practicing medicine, except where I am authorized to impart such knowledge.

I will be diligent in understanding both my personal capabilities and my limitations, striving always to improve my practice of medicine.

I will actively seek to expand my intellectual knowledge and skills, keeping abreast of advances in medical art and science.

I will work with other members of the health care team to assure compassionate and effective care of patients.

I will uphold and enhance community values and use the knowledge and experience acquired as a PA to contribute to an improved community.

I will respect my professional relationship with the healthcare team.

I recognize my duty to perpetuate knowledge within the profession.

These duties are pledged with sincerity and on my honor.”

Mr. Speaker, this concludes the report of Reference Committee A. I would like to thank the House Officers Bill Reynolds, Todd Pickard, and Leslie Clayton for their support and guidance. I would further extend gratitude and thanks to the hard work of our secretary Daniel Ritter. I would like to thank the committee members for their hard work and being well prepared for this committee.

Respectfully submitted,

Rebecca A. Loveless, MHS, PA-C, DFAAPA

Rebecca A. Loveless, Chair

Jacqueline M. Kernaghan, MS, PA-C, DFAAPA

Jacqueline M. Kernaghan

Gregory P. Selasky, MMS, PA-C

Gregory P. Selasky

Amanda F. Di Piazza, MCMSc, PA-C

Amanda F. Di Piazza

Sharon L. Rosser, DSc-PA, PA-C

Sharon L. Rosser

Matthew M. Cyphers, PA-S

Matthew M. Cyphers, Student Representative

*Electronically signed by Reference Committee A on 5/22/2021*