



## Maryland Academy of Family Physicians AAFP Candidate Policy

### **Background:**

Leadership development is a continuous and critical priority for the Maryland Academy of Family Physicians. Our long history of courageous, innovative and determined leaders on all levels of organized medicine is worthy of preservation and continued development. Leaders need to be identified and nurtured proactively.

MDAFP must value and articulate its role in identifying, nurturing and developing leaders for local, state and national arenas. Incumbent in this role is the guiding and mentoring of potential leaders through this journey over the span of one's career. Preparing members to run for AAFP office needs to be a shared responsibility between the individual and MDAFP. The MDAFP needs to be supportive and help individuals along the way. It is the responsibility of current and past leaders, executive director, staff and members to nurture and support future leaders.

### **Policy:**

Leadership in the AAFP is not an entitlement but a process that must be purposeful, nurtured and developed in the best interest of Family Medicine overall. Leadership development involves costs that will be shared by the MDAFP (e.g., travel costs to attend AAFP meetings) and by the candidate (e.g., uncompensated time spent in leadership development).

In light of this charge and the desire to have Maryland Family Physicians ready for leadership on all levels, the MDAFP will:

1. Identify potential leaders on an ongoing basis, maintain a list of such leaders and purposefully engage them in opportunities to grow and develop their leadership skills. Past and present AAFP leaders,

delegates and alternates from MDAFP need to be engaged in leadership development.

2. Encourage potential leaders to create and maintain a portfolio of leadership experiences and skills throughout their career. This should include a report card on participation - examples to include are:
  - a. AAFP's FAMMED PAC participation
  - b. Contribution to MDAFP and AAFP's Foundation
  - c. MDAFP committee, workgroup & task force participation
  - d. AAFP commission and workgroup participation
  - e. AAFP volunteer activities
  - f. Other volunteer activities
3. Develop and maintain a 3-5 year leadership succession plan for committee members, chairs, MDAFP board members, MDAFP officers, AAFP Commission members, AAFP board and officers, and other organized medicine or governmental appointments. MDAFP will promote a recommended leadership track.
4. Create and maintain a process for providing feedback and an evaluation for committee chairs, board members and officers that can be used to help evaluate potential and qualifications for national positions. The MDAFP will maintain a culture of ongoing, informal mentoring and encouragement of interest in leadership.
5. Create a calendar for candidates interested in running for national office that clearly states deadlines and requirements.
6. Create and maintain a process for candidates to seek chapter support and nomination when desiring to run for national office. This will/may include an evaluated interview with the full board of directors before deciding to nominate someone for national office. An assessment of the candidate's viability by an internal Campaign Committee, appointed by the Executive Committee, will precede this interview.
7. Create and maintain a list of mentors for prospective and current leaders.

8. Maintain quantifiable characteristics and skills for candidates for national office that will include, but will not be limited to, the following:
  - a. MDAFP Past President
  - b. MDAFP CoD Delegate/Alternate
  - c. Participation with AAFP Regional/National meetings (ACLF, NCCL South East Forum, Advocacy Day, etc...)
  - d. Participation with AAFP Committee/Commission/Caucus
  - e. Chair of AAFP Committee/Commission
  - f. Participation with AAFP Reference Committee
  - g. Chair of AAFP Reference Committee
  - h. Degree of Fellow with AAFP
9. Create shared responsibility around the economics of running for AAFP office between the candidate and the MDAFP. Economic planning and budgeting should take place a minimum of two years prior to running for an AAFP office. Generally candidates for national office may be expected to contribute a minimum of 20% of the total costs if costs exceed \$5,000. The cost for attending state and regional meetings is the responsibility of the candidate as needed and if not able to incorporate into usual chapter travel budget.
10. Routinely identify and promote entry-level national opportunities and develop a process for identifying and developing delegates, alternates and commission members.

In light of the above, and the desire to have the best chance possible for effective leadership on all levels, the interested candidate will:

1. Partner with the MDAFP leadership in the areas defined above.
2. Work with and engage leadership in preparing for national office.
3. Provide notice to the MDAFP of interest in running for AAFP office at least 2 years before running.
4. Be receptive to and follow through on recommendations and suggestions for improving leadership skills.

## **Recommended Timeline:**

### **2 or more Years Prior to Election:**

- Ongoing:
  - Work with mentors and MDAFP leaders to develop skills
  - Develop an in-state network and out-of-state network

### **Year Prior to Election:**

- January to February:
  - Develop portfolio, platform and general campaign strategy in discussion with Executive Committee and ED/staff
- February:
  - Obtain consensus endorsement from all MDAFP CoD Delegates and Alternates
  - Submit request to Executive Committee for Candidate Presentation to the MDAFP BoD
  - MDAFP Treasurer/Finance Committee prepares a financial plan for running a candidate for consideration by the MDAFP BoD
- BoD Meeting:
  - Candidate presentation and rating
  - Feedback provided following the presentation
- Executive Committee Meeting:
  - Ratings and comments reviewed
  - Candidate endorsement determined
- July:
  - MDAFP Election Support Committee identified
  - Specific campaign strategy discussed
  - Potential External Campaign Committee members identified
- September/October Congress of Delegates:
  - Announce election
  - Network with non-MDAFP CoD Delegates
  - Announce Campaign Committee

**Year of Election:**

- Attend at least 3 other state meetings
- Attend ACLF and South East Forum
- All MDAFP BoD Meeting prior to CoD:
  - Present election speech and field questions from members in preparation for race
- September/October Congress of Delegates:
  - Election to office! (Hopefully)

**Candidate for AAFP Office Rating Card:**

**CANDIDATE:** \_\_\_\_\_

**BOARD MEMBER COMPLETING FORM:** \_\_\_\_\_

**PUBLIC SPEAKING:**

*Rate potential candidates in the following areas on a scale of 1 to 5, with 1 being poor and 5 being excellent:*

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Clarity of Ideas:</b> Convincing delivery of compelling primary campaign messages					
<b>Representation of MDAFP:</b> Conveys leadership, vision, humor, authority, sincerity					
<b>Speaking skills:</b> Connection to audience, vocal range & inflection, body language					

**Comments:**

**FIELDING QUESTIONS:**

*Rate potential candidates in the following areas on a scale of 1 to 5, with 1 being poor and 5 being excellent:*

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Clarity of Expression</b>					
<b>Connecting question to primary campaign messages</b>					
<b>Conveys knowledge of the subject</b>					

**Comments:**

**PERCEIVED ELECTABILITY:**

**Very Unlikely**

**Possible**

**Very Likely**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
How likely do you think this potential candidate would be to win a national election?					

**Comments:**