



**Policy Title:** Criteria for FSPHP Board of Directors (BOD)  
**Date:** November 2020  
**Originated by:** Linda Bresnahan, Executive Director, FSPHP  
**Revised by:** Reviewed by FSPHP Nominating Committee and FSPHP Board 2012  
Revised by Member/Board Vote adding Public member April 2020  
**Approved by:** FSPHP Board of Directors 2012 / FSPHP Nomination Committee 2019  
FSPHP Board April 2020

**General Criteria:**

All prospective FSPHP board members should have a demonstrated record of involvement in physician health and/or healthcare professional health matters and a comprehensive understanding of and commitment to the mission of FSPHP.

The following criteria will be considered in selecting FSPHP BOD members:

- Diversity of corporate competencies and medical specialties. FSPHP will seek experience in such areas as finances, fundraising, outreach, education and marketing.
- Expertise in development, fundraising and/or grant writing, and a willingness to participate in the same will be given emphasis.
- Understanding and experience with such physician health and/or healthcare professional health matters as substance use disorders, mental disorders, physical illnesses and behavioral health problems.
- FSPHP does seek to include recovering physicians and health care professionals on the BOD.
- Experience as a member of an FSPHP committee, and ideally in a leadership role having chaired a Committee is preferred.
- Corporate and governance experience with non-profit and charitable organizations.
- Familiarity with national associations positions and policy on physician health such as the Federation of State Medical Boards, American Society of Addiction Medicine, American Medical Association, American College of Physicians, American Psychiatric Association, and the American Council of Graduate Medical Education Guidelines and/or Policies on Physician Health.

**Responsibilities:**

- Govern the charity to carry out its mission with duty of care and loyalty.
- Oversee the FSPHP resources including the executive director.
- Oversee financial integrity by ensuring FSPHP is carrying out its mission without extravagance or waste.
- Participation in 8-12 board meetings each year and the FSPHP Annual Meeting.
- Participation in subcommittees, organizational retreats, or special projects as requested.
- Disclosure of other business involvements, and other board memberships, both for-profit, non-profit and charitable and compliance with FSPHP Conflict of Interest Policy, and FSPHP Code of Ethics.
- Familiarity with FSPHP bylaws and policies, <https://www.fspHP.org/governance>.
- Familiarity with Parliamentary Procedures (American Institute of Parliamentarians Standard Code).

**FSPHP Public Director added qualifications:**

The Public Director shall be an individual who is not affiliated with a PHP or eligible for any category of FSPHP membership. The Public Director will have experience and knowledge of not for profit associations and/or past external board service, is aware of and aligned with the values of FSPHP consistent with all Board Criteria, and who will bring global vision, public accountability, and transparency to board deliberations.

Reference: <https://www.boardeffect.com/blog/board-member-responsibilities/>

All FSPHP Board of Directors Members will be provided a copy of the FSPHP Bylaws, and Attorney General's Guide for Board Members of Charitable Organizations for review, although FSPHP is incorporated in Virginia, the MA version if here for reference: <https://www.mass.gov/files/documents/2016/08/oz/guide-for-board-members.pdf>