

2020 PAEA Business Meeting

SUMMARY OF ACTIONS

The following actions were taken on motions at the 2020 PAEA Business Meeting.

President Straker noted that the first nine motions, BOD-1 through BOD-9, had been placed on a consent agenda, and asked if any member wished to pull any motion from the consent agenda. No member requested pulling a motion. BOD-1 through BOD-9 were approved by consent.

2020-BOD 1. BYLAWS AMENDMENT, ARTICLE 3.03, NONVOTING MEMBER CATEGORIES

Background/Rationale: This amendment updates the article with additional membership categories that have recently been developed by PAEA, and moves the establishment of membership criteria and benefits exclusively to the Policies and Procedures Manual, where these will be clearly in the purview of the Board to adjust as needed in response to member needs.

Motion: Be it resolved that the following amendment be made to the PAEA Bylaws.

Article 3.03 NONVOTING MEMBER CATEGORIES

The Board may establish additional categories of nonvoting membership at its discretion. Such additional categories may include (by way of example, not limitation) Institutional Colleague, Individual Colleague, **INTERNATIONAL COLLEAGUE, AFFILIATE ORGANIZATION COLLEAGUE**, and such other categories as approved by the Board and set forth in these Bylaws or in the **PAEA** Policies and Procedures Manual. **THE CRITERIA AND BENEFITS OF EACH CATEGORY OF NONVOTING MEMBERSHIP SHALL BE ESTABLISHED BY THE BOARD AND SET FORTH IN THE PAEA POLICIES AND PROCEDURES MANUAL, AS AMENDED FROM TIME TO TIME.** Such additional members are nonvoting unless voting rights are specifically approved by two-thirds of the PAEA Member Programs.

This motion was approved as part of the consent agenda.

2020-BOD 2. BYLAWS AMENDMENT, ARTICLE 3.06, DUES AND FEES

Background/Rationale: This amendment clarifies that Member Programs and nonvoting members may be required to pay additional fees for some PAEA services, such as workshops and the Education Forum. The amendment further states that failure to pay these dues and fees in a timely way may subject Member Programs to certain procedures, outlined in more detail in the PAEA Policies and Procedures Manual.

Motion: Be it resolved that the following amendment be made to the PAEA Bylaws.

Article 3.06 DUES AND FEES

Member Programs are assessed annual membership dues and a separate fee for the initial application for membership. **MEMBER PROGRAMS MAY ALSO BE REQUIRED TO PAY ADDITIONAL FEES FOR SOME PAEA SERVICES. NONVOTING MEMBERS MUST PAY ANNUAL MEMBERSHIP DUES AND MAY BE REQUIRED TO PAY ADDITIONAL FEES RELATED TO MEMBERSHIP AND/OR PAEA SERVICES.** All dues and fees are set by the Board. Failure of ~~any MEMBER~~ **Member Program** to **TIMELY** pay **APPLICABLE** dues and/or fees constitutes a failure to meet membership criteria, subjecting the ~~MEMBER Program~~ to procedures for such failure contained in these Bylaws and the **PAEA** Policies and Procedures Manual.

This motion was approved as part of the consent agenda.

2020-BOD 3. BYLAWS AMENDMENT, ARTICLE 3.07, MEMBERSHIP CRITERIA

Background/Rationale: This amendment affirms that setting criteria for all PAEA membership categories lies in the purview of the Board, and that these criteria, member eligibility requirements, and member obligations will be set out in detail in the Policies and Procedures Manual.

Motion: Be it resolved that the following amendment be made to the PAEA Bylaws.

Article 3.07 **MEMBERSHIP** CRITERIA

Membership is open to individuals and entities ~~interested~~ **THAT MEET THE ASSOCIATION'S CRITERIA FOR MEMBERSHIP ESTABLISHED IN THESE BYLAWS AND ARTICULATED IN GREATER DETAIL IN THE PAEA POLICIES AND PROCEDURES MANUAL** and supportive of the Association and its purposes, that timely remit dues within classes of membership as established by the Board.

All ~~categories of membership~~ **VOTING AND NONVOTING MEMBERS OF THE ASSOCIATION** must:

- **MEET ALL MEMBERSHIP CRITERIA SET FORTH IN THESE BYLAWS AND THE PAEA POLICIES AND PROCEDURES MANUAL.**
- **COMPLY WITH THESE BYLAWS, THE PAEA POLICIES AND PROCEDURES MANUAL, AND ALL TERMS AND CONDITIONS FOR ACCESS TO AND USE OF PAEA SERVICES.**
- **TIMELY REMIT PAYMENT OF MEMBERSHIP FEES AND DUES FOR THE APPLICABLE MEMBERSHIP CATEGORY IN ACCORDANCE WITH THE AMOUNTS ESTABLISHED BY THE BOARD.**

satisfy the following criteria:

- Provide PAEA information and data on program operation and characteristics as specified in the PAEA Policies and Procedures Manual.
- Comply with the PAEA Policies and Procedures Manual

IN ADDITION, TO BECOME AND REMAIN VOTING MEMBERS OF THE ASSOCIATION AS DEFINED IN ARTICLE 3.01, ALL MEMBER PROGRAMS MUST:

- Be accredited through the Accreditation Review Commission on Education for the Physician Assistant ("ARC-PA").
- **TIMELY P**rovide annual data for the program survey and curriculum survey upon PAEA request.

This motion was approved as part of the consent agenda.

2020-BOD 4. BYLAWS AMENDMENT, ARTICLE 3.08, PROGRAM REPRESENTATIVES

Background/Rationale: The major substantive addition to this bylaw is the phrase "employed by the member program," which clarifies the intent regarding who can be named a Program Representative. This would not include preceptors, for example.

Motion: Be it resolved that the following amendment be made to the PAEA Bylaws.

Article 3.08. PROGRAM REPRESENTATIVES

A PROGRAM REPRESENTATIVE IS AN INDIVIDUAL EMPLOYED BY THE MEMBER PROGRAM WHO IS INTEGRAL TO THE TEACHING OR ADMINISTRATION OF A MEMBER PROGRAM. PROGRAM REPRESENTATIVES MUST BE APPROVED BY THE PROGRAM DIRECTOR OR DESIGNEE. ~~A program representative is an individual~~

employed by the member program who is integral to the teaching or administration of a member program.

This motion was approved as part of the consent agenda.

2020-BOD 5. BYLAWS AMENDMENT, ARTICLE 3.09 ELIGIBILITY FOR SERVICE

Background/Rationale: This amendment resolves a potential discrepancy between the statement in Article 3.09 that “individuals in nonvoting member categories are *not eligible to serve* on the Board,” and language in Article 4.05, which states that “A Board member who is no longer a faculty member at a Member Program or whose program loses its PAEA membership for any reason remains eligible to serve in the Board position for up to one year, provided the Board member joins the Association as an Individual Colleague or a faculty member at an Institutional Colleague program within 90 days of change in status.” The proposed amendment clarifies that individuals in nonvoting member categories may not *run for* the Board but may continue to serve for up to one year should their membership status change once on the Board.

Motion: Be it resolved that the following amendment be made to the PAEA Bylaws.

Article 3.09. ELIGIBILITY FOR SERVICE

A Program Representative may serve on and chair PAEA advisory bodies, hold a Board position, or otherwise participate in PAEA activities. Individuals in nonvoting member categories are not eligible to ~~serve on~~ **RUN FOR ELECTION TO** the Board but may **CONTINUE TO SERVE UP TO ONE YEAR FOLLOWING A CHANGE IN MEMBERSHIP CATEGORY AS SPECIFIED IN ARTICLE 4.05. INDIVIDUALS IN NONVOTING MEMBERSHIP CATEGORIES MAY** be appointed to chair or serve on advisory bodies and participate in PAEA activities. An advisory body is defined as a volunteer group at least one non-Board member.

This motion was approved as part of the consent agenda.

2020-BOD 6. BYLAWS AMENDMENT, ARTICLE 9.04, PAEA POLICIES AND PROCEDURES MANUAL

Background/Rationale: This amendment clarifies the roles of the Board and the membership regarding Association policy, confirming that only the Board may revise the Association's operational policies.

Motion: Be it resolved that the following amendment be made to the PAEA Bylaws.

Article 9.04. PAEA POLICIES AND PROCEDURES MANUAL

The provisions of the PAEA Policies and Procedures Manual may refine and augment, but not supersede or contradict provisions contained in either the PAEA Articles of Incorporation or these Bylaws, which take priority in such order. **THE BOARD HAS THE EXCLUSIVE AUTHORITY TO AMEND THE PAEA POLICIES AND PROCEDURES MANUAL IN ACCORDANCE WITH THE PROCEDURES SET FORTH THEREIN.**

This motion was approved as part of the consent agenda.

2020-BOD 7. COMPETENCIES FOR THE PA PROFESSION

Background/Rationale: The [Competencies for the PA Profession document](#) is intended to define “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.” The competencies were originally developed in 2005, through a collaborative effort among four national PA organizations, in response to the growing demand for accountability and assessment in clinical practice and reflecting similar efforts conducted by other health care professions. The same four organizations updated and approved this document in 2012.

In 2018, PAEA led the establishment of a task force to review and refine the professional competencies, as well as to “ensure alignment with the Core Competencies for New PA Graduates,” which PAEA had developed to provide a framework for accredited PA programs to standardize the practice readiness for new graduates.

The proposed 2020 competencies were drawn largely 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.

Motion: Be it resolved that the revised Competencies for the PA Profession be adopted by PAEA as a position policy:

COMPETENCIES FOR THE PA PROFESSION

PAEA adopts the [Competencies for the PA Profession](#), developed by a Cross-Org task force, as a guiding document for the knowledge, skills, and attitudes that PAs in all clinical settings and specialties should be able to demonstrate throughout their careers.

This motion was approved as part of the consent agenda.

2020-BOD 8. PA PROGRAM DIVERSITY, EQUITY, AND INCLUSION

Background/Rationale: PAEA position policy #11, PA Program Diversity, is scheduled to sunset in 2020. It was referred to the Diversity and Inclusion Mission Advancement Commission for review and drafting of new language. The new wording incorporates “equity” and “inclusion”; strengthens PAEA’s commitment to diversity, equity, and inclusion; and makes more explicit the link between PA program diversity and reducing health care disparities in society.

Motion: Be it resolved that PAEA position policy #11, PA Program Diversity, be amended to the following:

11. PA Program Diversity, Equity and Inclusion

Diversity, equity, and inclusion are fundamental elements of PAEA’s mission, practice, and strategy. PAEA is unequivocally committed to diversity, equity, and inclusion to the fullest capacity of PA education, in order to instill inclusive educational excellence, facilitate workforce-population parity, and to reduce our society’s health disparities.

This motion was approved as part of the consent agenda.

2020-BOD 9. CULTURAL COMPETENCIES FOR PA STUDENTS

Background/Rationale: This position policy (Cultural Competencies for PA Students) was passed by the membership in 2018 as a placeholder, because the [Core Competencies for New PA Graduates](#), which had been on the agenda for approval, were pulled shortly before the business meeting, due to a potential conflict with the proposed Standards of Accreditation, 5th edition, which were released shortly before the Forum. The intent was for the relevant sections of the new graduate competencies, including particularly the cross-cutting domain of Cultural Humility, to replace PAEA’s cultural competencies for PA students. Now that the Core Competencies for New PA Graduates have been adopted, there is no further need for the Cultural Competencies for PA students.

Motion: Be it resolved that PAEA position policy 4. Cultural Competencies for PA Students be deleted.

4. Cultural Competencies for PA Students

~~PAEA adopts the Committee on Diversity & Inclusion's "Cultural Competencies for Physician Assistant Students" as the Association's model for domains for PA cultural competency education. (Revised October 27, 2018)~~

This motion was approved as part of the consent agenda.

2020-BOD 10. TERMINAL AND ENTRY-LEVEL DEGREE OF THE PROFESSION

Background/Rationale: The PAEA position policy related to the entry-level and terminal degree was due to sunset in 2019. An amendment was proposed on the floor of the 2019 business meeting to allow a doctoral option as an entry-level degree. Following discussion, this amendment was tabled and referred to the PAEA Board of Directors to investigate the issue and determine how to proceed.

The Board elected to seek input into this complex issue through several steps: (1) funding original research on an "alternative entry-level doctoral degree for PAs," (2) hosting a virtual "town hall" discussion to which all members were invited, (3) establishing a discussion group, the "Entry-Level Doctoral Degree Discussion," on the professional learning community within the PAEA Digital Learning Hub, and (4) engaging in discussion with the four national PA organizations at the September Cross-Org Meeting.

The PAEA Board is dedicated to making data-informed decisions and recommendations. Further, the Board must consider the optimal timing of decision-making and recommendations related to the entry-level and terminal degree. In particular, the Board acknowledges a number of ongoing discussions impacting the PA profession and the greater health professions community, including the potential renaming of the PA profession, the clinical doctoral degree, educational outcomes for other health professions, standards and specialty accreditation. The Board also believes characterizing the perspectives related to an entry-level doctoral degree among PA faculty, administrators, clinical practicing PAs and students, and peer health professions that have undergone such a transition is prudent. The PAEA Board is establishing an "advisory committee" to further investigate and expand upon the current research related to clinical doctoral-level education to inform future policy decisions. As a result, the Board recommends the position policy stated below.

Motion: Be it resolved that PAEA adopts the following revised position policy 15, Terminal Degree of the Profession:

TERMINAL AND ENTRY-LEVEL DEGREE OF THE PROFESSION

PAEA is confident in the preparation of PA graduates at the master's degree level to meet the competencies necessary for quality and cost-effective clinical PA practice. PAEA supports the master's degree as the terminal and entry-level degree for the PA profession. The Association supports all PAs in their educational advancement throughout their careers, including pursuing postgraduate doctorate-level education.

President Straker invited President Elect Michel Statler to speak to this motion, since it had been referred to the Board at the 2019 Business Meeting. Ms. Statler described the Board's actions related to the policy, stating that the Board had adopted an evidence-informed approach to this work from the beginning, including funding five research teams, holding a dedicated town hall meeting, and establishing a professional learning community. She noted that the Board had added "and entry-level" to the name of the policy, and that it would establish an advisory council to inform future policy decisions on this important issue.

President Straker then explained the parliamentary procedure for a series of votes on PAEA's terminal (and entry-level) degree policy: The first vote would be taken on the amendment that Mr. Miller had proposed in 2019 and that had been referred to the Board. Whether that amendment was approved or not, the body would then move to a vote on the new BOD-10 motion, which, if passed would amend by substitution PAEA's Terminal Degree of the Profession policy. Finally, the body would vote on the amended main motion.

Vote 1. Terminal Degree of the Profession policy with proposed amendment from Mr. Miller:

Despite the adoption of clinical doctoral degrees by other health professions, PAEA is confident in the preparation of PA graduates at the master's degree level to meet the competencies necessary for quality and cost-effective **CLINICAL** PA practice. PAEA reaffirms its endorsement of the master's degree as the sole recognized entry-level and terminal degree of the profession. **HOWEVER, BECAUSE OF THE INCREASING COMPLEXITY OF MEDICINE AND HEALTH CARE SYSTEMS AND THE NEED FOR PAS TO HAVE EXPANDED KNOWLEDGE AND SKILLS IN A TEAM-BASED PRACTICE ENVIRONMENT, CLINICAL KNOWLEDGE AND SKILLS ALONE MAY BE INSUFFICIENT FOR SUCCESSFUL PA PRACTICE IN SOME SETTINGS. THEREFORE, PAEA ENDORSES THE CLINICAL DOCTORATE AS AN OPTION FOR ENTRY-LEVEL EDUCATION.**

Mr. Miller spoke to his amendment, stating that "the train has left the station," and that there are already at least 10 postgraduate PA doctoral programs that are not accredited by ARC-PA. He stated that the increased tuition for an entry-level PA program followed by a postgraduate doctoral program would be less than for an entry-level PA doctoral program alone. He also noted that he was advocating for an entry-level doctorate option, not a mandate for all programs, and stated that "without PAEA endorsement of the optional entry-level doctorate, ARC-PA will not pursue an application to CHEA in order to accredit doctoral level PA programs."

There was no additional discussion.

The vote was taken and the amendment failed.

Vote 2. BOD-10: Terminal and Entry-Level Degree of the Profession

President Straker opened discussion on BOD-1, as presented in the business meeting book. Ms. Schempp, Shenandoah University, proposed an amendment, which was seconded:

TERMINAL AND ENTRY-LEVEL DEGREE OF THE PROFESSION

PAEA is confident in the preparation of PA graduates at the master's degree level to meet the competencies necessary for quality and cost-effective clinical PA practice. PAEA supports the master's degree as the terminal **CLINICAL** and entry-level degree for the PA profession, **BUT RECOGNIZES THAT THERE IS INTEREST BY HIGHER EDUCATION INSTITUTIONS AND PA STUDENT CANDIDATES IN AN ENTRY-LEVEL DOCTORATE AS AN OPTION FOR A VALUE-ADDED EDUCATION. TO CHART A DIRECTION, THE BOARD OF DIRECTORS SHOULD ESTABLISH A TASK FORCE TO PROVIDE RECOMMENDATIONS FOR ENTRY-LEVEL PA DOCTORATE EDUCATION AND TO REPORT THEIR FINDINGS WITHIN ONE YEAR.**

~~The Association supports all PAs in their educational advancement throughout their careers, including pursuing postgraduate doctorate-level education.~~

Speaking to her amendment, Ms. Schempp stated that a move toward entry-level PA doctorate degrees is "inevitable," and that since this potential exists the PA education community must lead the way. She stated that if further study is needed it should be done now, "in a timely way."

Kevin Lohenry, University of Southern California, stated his belief that the doctorate degree "is not going to make a big difference this year and will distract us from what is most important" – enhancing the diversity, equity, and inclusion of the PA profession.

Jennifer Eames, University of Lynchburg, stated that the 43% of the membership voting pro to Mr. Miller's amendment showed it is an important issue and worthy of further study.

There was no additional discussion.

The vote was taken and the amendment failed.

President Straker then called for a vote on the original BOD-10 motion. The motion carried.

Vote 3. BOD-10: Amended Main Motion

President Straker opened the floor for discussion on the amended main motion (the referred 2019 motion, as amended by substitution by BOD-10).

Mr. Miller testified that the advisory group that was mentioned in the motion rationale was not in the actual motion language, to which Dr. Straker agreed and stated that it was the intent of the Board to continue investigation of this topic and bring additional information back to the membership.

Mr. Villareal requested clarification on the previous vote; Dr. Straker stated that that vote had been to amend the language of the main motion.

Dr. Straker called for a vote on the amended main motion. The motion carried.