

LWPES Membership Committee Report: 04/30/2010

Kathryn Thrailkill, MD Chair

Chayim Newmark, MD

Ram Menon, MD

Statement of Committee Charge/Purposes: The primary purpose of the Membership Committee is to review applications for membership, and to encourage Pediatric Endocrinologists to join our society.

Yearly schedule of activities for the committee: The committee communicates by email, reviewing applications that have been assembled by Degnon Associates. Applications are batched into 3 large groups, and are reviewed in the 2 weeks preceding the LWPES Board meetings (January, May, and October). All applications are reviewed independently, and voting of each of the 3 members is tabulated by Degnon Associates.

Job description of the Chair: The Chair of the committee assures that all complete applications are reviewed in a timely manner, and resolves any situations in which the individual votes are not congruent. The Chair also serves as a resource for clarification of Membership criteria.

Yearly report of activities and accomplishments of the committee: Since the May 2009 Board Meeting, the Membership Committee has approved 81 applications for Membership. An additional 26 applications [6 Regular; 20 Associate; see below] will be reviewed prior to the April 30th 2010 meeting of the Board, with anticipated approval in this cycle. The breakdown of total new members (09-10) vs. current total current membership is:

	New: effective 5/2009-4/2010	Total Membership
Active	30 (+ 6) = 36	710
Associate	51 (+ 20) = 71	207
Emeritus	0	151
Totals	81 (26) = 107	1068

Membership trends, examined over the past 5 years are also presented for review and comparison.



The number of US Pediatric Endocrine Fellows, by PG year, is included for 2009, as an approximation of the yearly pool of individuals eligible for Associate Membership each year. Since 2008, LWPES appears to be attracting > 80% of eligible Fellows.

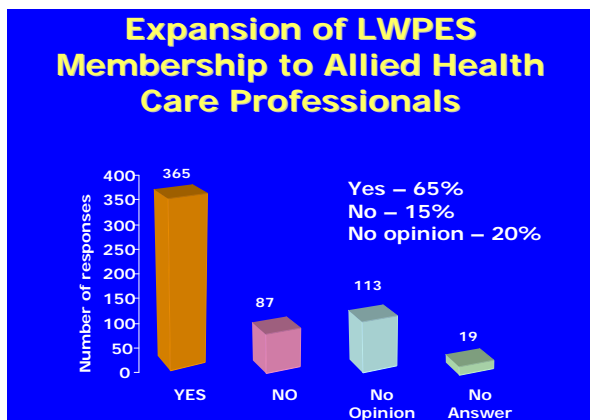
In the past year, a total of 3 applications were denied membership:

Reasons for denial included:

- Request for membership from an ARNP
- Request from a 3rd year ENDO Fellow for membership as an Active Member; this applicant was instead granted membership as an Associate Member.
- Request for membership as an Associate member wherein the application was received in May, 2009 for an individual whose fellowship would not begin until July, 2009. This applicant has since been granted Associate Membership.

Committee initiatives that were addressed during the year:

- The committee had become concerned that many members had fallen behind in dues (43 in arrears for 2008, 188 have not paid 2009 dues, 242 have not paid 2010 dues). It was not clear if this was a result of the increase in dues, other financial concerns, or a feeling that the LWPES provides insufficient value. As recommended by Dr. Sam Casella, Membership Chairperson for 2008-2009, a survey of current and lapsed members was planned to better understand: 1) obstacles related to both achieving and maintaining membership within our society; and 2) perceived benefits of membership. A draft survey was prepared, and presented at the 2009 Board meeting. After further review, it was recommended that this be subdivided into two components. One survey would be presented to Active members: 1) to examine perceived benefits of LWPES membership; and 2) to gauge support for/against expanded membership categories. Another survey could be presented to lapsed/discontinued members, to investigate reasons for withdrawal. A survey of Active members was conducted (See details below). A draft second survey was prepared (See Appendix A). It is anticipated that these questions could be presented to those members who have lapsed/discontinued membership, pending Board approval.
- Receipt of an application by an ARNP prompted the committee to review the current stance of the society on membership by allied health care professionals who have a strong clinical, academic and/or scientific affiliation to the purpose and principles of LWPES. It was discussed that this group of professionals might represent an increasing pool of candidates who fulfill a unique contribution to the Mission of LWPES (*To advance the care of children and adolescents with endocrine disorders*). Therefore, to examine society-wide opinions on this issue, support for (or opposition to) expanded membership was specifically queried within the survey presented to Active members, at the time of membership renewal (i.e., on their annual membership renewal form). Results are presented below.



- Other perceived benefits of membership, as provided by specific write-in responses, included:
 1. Interdisciplinary exchange.
 2. Promoting pediatric endocrinology as a specialty worth reimbursing by government and insurers.
 3. To promote the original purpose of LWPES: a forum to interact freely with other pediatric endocrinologists.
 4. For “strength in numbers” to advocate for our subspecialty, within AMA, Endo, APS.
 5. For international networking, and the ability to help pediatric endocrinologists from Latin America, Asia, Africa and central Eastern Europe.
 6. For leadership in the world community of Pediatric Endocrinology.
 7. Policy and political action.

Any recommendations or items for discussions with the Board:

- Dr. Anna Petryk, Associate Professor, Department of Pediatrics, and Department of Genetics, Cell Biology, and Development at the University of Minnesota is being nominated to join the Membership Committee, to replace the departure of Kathryn Thrailkill.
- Dr. Chayim Newmark will become Chairperson of the committee for 2010-2011.
- Results of the Membership Committee survey suggested generalized agreement of the society to expanded membership. Therefore, the Membership Committee would like to propose the following :
 1. To redefine the membership categories to include a category of FELLOWSHIP/IN-TRAINING Membership (currently allowed) and ASSOCIATE Membership, to open the society to inclusion of non-physician allied health care providers (i.e., advanced nurse practitioners, physician assistants) who are involved in clinical or research-oriented careers in pediatric endocrinology. Proposed Eligibility Criteria and Rights and Obligations of this membership category are being submitted by the Membership Committee. See Appendix B.

- Based upon “Other” listed benefits of LWPES (see items #5, 6 above), consideration could be given to the establishment of a new LWPES subcommittee, focused on the global/international outreach of the society.

Respectfully submitted,

Kathryn M. Thrailkill, MD

4/30/2010

APPENDIX A:

Dear Colleague,

The LWPES Membership Committee is trying to better understand obstacles related to both achieving and maintaining membership within our society. Specifically, we are interested in issues related to: 1) the decision of some members to leave the society; 2) the inability to maintain prompt payment of society membership dues; and 3) potential restrictions to membership.

We would appreciate your response to this BRIEF (6 question) survey.

1. I have been a LWPES member for:

- A. 0-5 years
- B. 6-10 years
- C. 11-15 years
- D. 16-20 years
- E. > 20 years

2. My recent membership dues were not paid because:

- A. I believe membership records are in error – I actually did pay.
- B. The process of paying the dues is cumbersome.
- C. I was not aware that it had lapsed, or forgot to do it.
- D. The \$200 annual fee is a financial hardship.
- E. I have decided to leave the LWPES.

3. If you have decided to discontinue your LWPES membership, please rank your reasons:

- A. LWPES is no longer relevant to my practice
- B. The value of services provided is insufficient.
- C. The cost of Membership influences my decision
- D. My needs are better served by other Societies: (mark all that apply: ADA, Endocrine Society, ACE, ISPAD, PAS)
- E. I can attend all meetings through my PAS membership.
- F. Other (include space for write-in)

4. I recall receiving the following reminders: (check all that apply)

- A. Written invoice
- B. Email notification
- C. I don't recall any notification.

5. My preferred method of payment would be:

- A. Check
- B. LWPES Website
- C. Onsite – incorporated into the Annual Meeting Registration Process

6. The benefits of membership in LWPES for me would include: (check all that apply)

- A. Remaining up-to-date regarding research or clinical care advancements related to the care of children and adolescents with endocrine disorders.
- B. Remaining interconnected with other society members
- C. Attending the annual society meeting
- D. Having the opportunity to participate in society policy-making endeavors

- E. Maintaining necessary credentials for my personal promotion/tenure process.
- F. Other: (include space for write-in)

Thank you for taking the time to complete this survey. We hope that you will continue to maintain active membership and participation in LWPES functions, and help us insure that the society meets the needs of our membership.

APPENDIX B:

LAWSON WILKINS PEDIATRIC ENDOCRINE SOCIETY BYLAWS

RECOMMENDATIONS FOR AMENDMENT

ARTICLE III: MEMBERSHIP

Goal: To revise existing membership categories, specifically to incorporate two new/modified categories (Fellow/In-training and Associate), defining the appropriate eligibility requirements, rights and obligations of each.

Purpose:

- Reduce barriers to LWPES membership, creating an inclusive society.
- Expand the existing LWPES membership base.
- Enhance the visibility of LWPES.

Section 1: Founding Members

- No change to existing *Eligibility or Rights and Obligations*

Section 2: Active Members

- No change to existing *Eligibility or Rights and Obligations*

Section 3: Emeritus Members

- No change to existing *Eligibility or Rights and Obligations*

Section 4: Honorary Members

- No change to existing *Eligibility or Rights and Obligations*

Section 5: Associate Members

- Rename this category as **Fellowship/In-training Members**
- Eligibility. No change to existing requirements.
- Rights and Obligations. No change to existing requirements.

Section 6: (Establish this as a new category)

- Name as **Associate Members**
- **Definition:** Independent Allied Health Practitioner [i.e., Registered Nurse Practitioner (RNP, ARNP), Advanced Practice Nurse (APN), Registered Physician Assistant (PA)]

- Eligibility. Those eligible for Associate Membership in this category shall include licensed RNPs/APNs/PAs demonstrating evidence of: 1) completion of an accredited graduate level (master's or doctoral degree) NP/APN/PA program in the US or Canada; 2) active certification from a nationally recognized certifying body pertinent to the recognized specialty (i.e., American Academy of Nurse Practitioners; National Commission on Certification of Physician Assistants); and 3) a minimum of 3 years of clinical or research-based practice within the subspecialty of pediatric endocrinology. Applicants must submit 1 letter of support from their direct supervisory physician (per collaborative practice agreement) certifying these necessary credentials, clinical competence, professionalism and meaningful participation in scholarly advancement of the field. If the individual's immediate supervisor is not a member of LWPES, the application must also submit 1 letter of support from an active member of LWPES, with specific attention to the applicants contributions to the scholarly advancement of the field.
- Rights and Obligations. Associate members shall be required to pay dues and shall have all the privileges of Active Members, *except those of voting, holding office, and serving on standing committees.*

Existing sections 6 (Membership Committee); 7(Voting); 8(Resignation); and 9(Termination) should be sequentially renamed as sections 7-10.