

SUPPORTING DOCUMENT TO GC-SGM-MOTION 3: *CFMS DYAD MODEL*

Authors

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--on behalf of the CFMS Governance Committee--

BACKGROUND

At its Annual General Meeting held in September 2017, the CFMS General Assembly passed the [2017-2022 Human Resources and Operations Strategic Plan](#). The plan was introduced to serve as a roadmap to enhance organizational effectiveness. There were three strategic directions identified in the strategic plan including Operational Direction #3: Enhance Board Structure and Regional Representation.

In this document, the draft of a new governance structure was proposed--the Dyad model recognized the unique representation role of CFMS Regional Representatives and connected them with CFMS portfolios in a one-to-one ratio. Its purpose was to distribute decision-making to broader membership groups while providing a clear and transparent means of communication between the General Assembly, the Board, its member groups, and the membership at large. The adoption of a Dyad board model was listed in the strategic plan as an action item to be implemented in the 2018-2019 academic year.

Over the past year, the current CFMS Board trialed the Dyad Board model as follows:

Victor Do (Western Region)	→	Stephanie Smith (Student Affairs)
Odell Tan (Western Region)	→	Lauren Griggs (Finance)
Cory Lefebvre (Ontario Region)	→	Christina Schweitzer (Communications)
Maylynn Ding (Ontario Region)	→	Kaylynn Purdy (Education)
Sarah Zahabi (Quebec Region)	→	Chris Briggs (Global Health)
Victoria Januszkiewicz (Atlantic Region)	→	Yipeng Ge (Government Affairs)

The pairings were established via an analysis of Board Member self-reported strengths and weaknesses. These pairings enhanced board functioning and enabled greater Regional Representation within each of the six primary CFMS portfolios. For example, Victor Do, as the attaché to the Student Affairs Portfolio, was lead on the CFMS National Wellness Program. Odell Tan and Cory Lefebvre chaired the Presidents Roundtable and CFMS Representatives Roundtable respectively. Similarly, Maylynn Ding and Victoria Januszkiewicz were heavily involved in the Education and Government Affairs portfolios and Sarah Zahabi took the lead on coordinating CFMS contributions to the IFMSA Post-GA activities under the Global Health Portfolio.

This functioning allowed the CFMS Board to better utilize the Regional Representatives who, according to well-documented feedback, have had poorly defined roles within a non-dyad Board structure. Furthermore, it helped to better distribute workload associated with each portfolio.

Similarly, over the past year, the various CFMS committees have been operating under a structure designed to enhance efficiency and distribute decision-making to a larger body while allowing greater communication and increased transparency. This included more defined roles of committee chairs, increased responsibility and utilization of these committees, and a streamlined process of communication to better engage the general members on each of the committees.

THE MOTION

Since AGM 2017, the Governance Committee has been reviewing the current CFMS board structure including board member roles, national officer positions, and its key committees and roundtables. The goal was to evaluate the best scenario for implementing the new dyad model as part of the Strategic Plan 2017-2022.

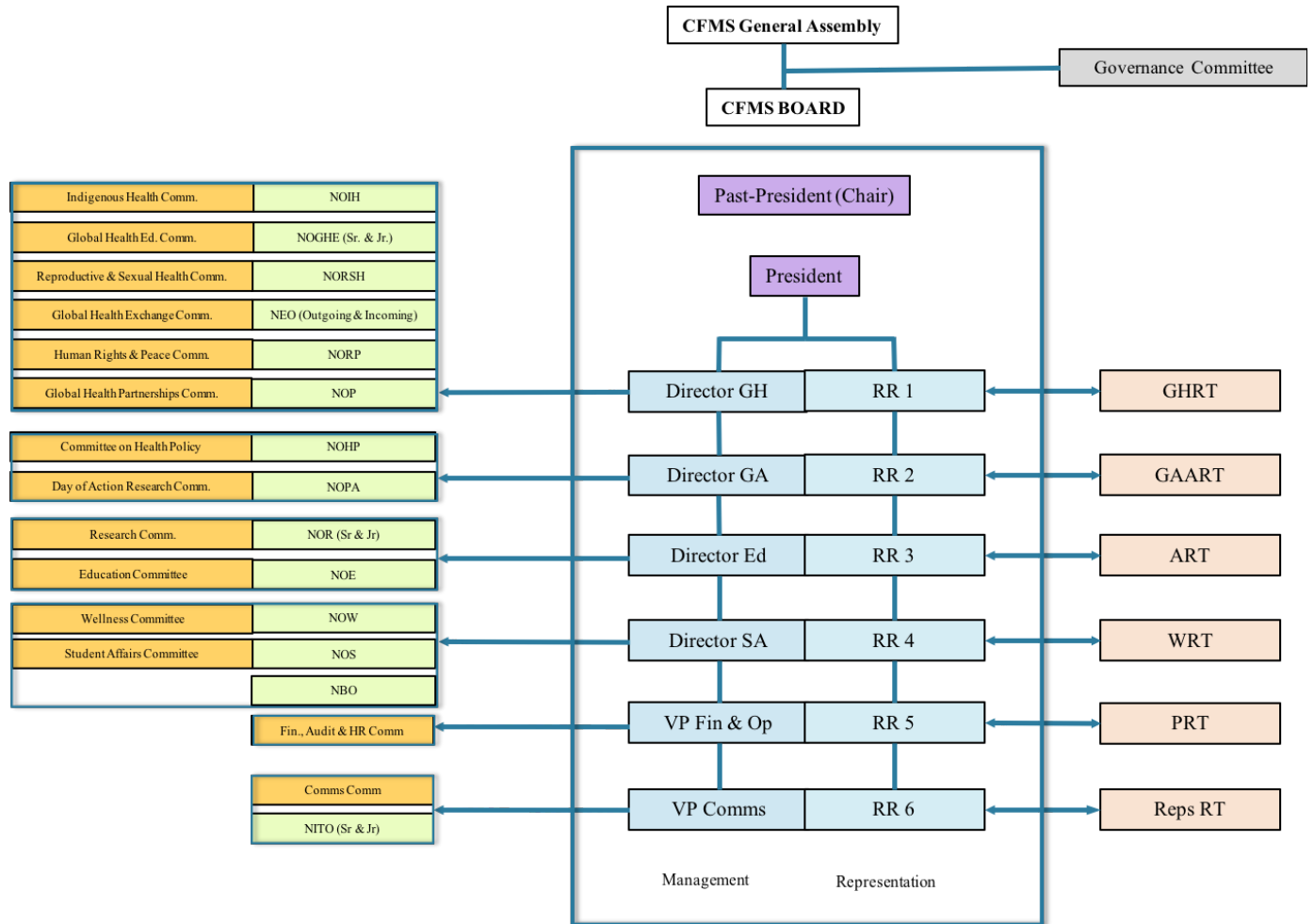
At its core, this motion is designed to simply formalize the operational structure that the CFMS has already been operating under for the last year. It is further designed to establish and formalize the work done by some of the committee chairs by recognizing them as National Officers. Finally, By-law changes will be necessary to formalize the structure within the CFMS governing document.

As such, Motion 3 has three main components:

1. Formalize the Dyad Model;
2. Introduce new National Officers and minor restructuring of committees; and
3. Allow the CFMS Governance Committee and the Board to make relevant changes to articles 74-86 of the CFMS By-laws to reflect the changes made in components 1 and 2.

OVERVIEW OF KEY CHANGES

Component 1: Formalize the Dyad Model



Selected Abbreviations:

ART = Academic Roundtable
 Ed = Education
 Fin & Op = Finance & Operations
 GA = Government Affairs
 GAART = Govt Affairs & Advocacy Round Table
 GH = Global Health
 GHRT = Global Health Round Table
 NBO = National Blood Officer
 NEO = National Exchange Officer
 NITO = National IT Officer
 NOGHE = National Officer of Global Health Education
 NOHP = National Officer of Health Policy
 NOIH = National Officer of Indigenous Health

NOME = National Officer of Medical Education
 NOP = National Officer of Partnerships
 NOPA = National Officer of Political Advocacy
 NOR = National Officer of Research
 NORSH = National Officer of Reproductive and Sexual Health
 NORP = National Officer of Human Rights and Peace
 NOS = National Officer of Services
 NOW = National Officer of Wellness
 PRT = Presidents' Roundtable
 Reprs RT = CFMS Representatives Roundtable
 RR = Regional Representative
 SA = Student Affairs

Component 2: Introduce new National Officers and Minor Restructuring of Committees

- New National Officers
 - Three new national officers are proposed in order to standardize the accountability and reporting frameworks across portfolios.
 - National Officer of Education (NOE): this will be a promotion of the current Vice-Chair of Education Committee position. The role remains the same except the NOE now assumes full chairship of Education Committee and Vice-Chairship of Academic Roundtable.
 - National Officer of Political Advocacy (NOPA): this will be a promotion of current Day of Action Research Committee Chair. This change helps the CFMS realize its goal for a more longitudinal approach to Day of Action planning, topic selection and backgrounder development. It also officially recognizes the Day of Action Research Committee as a core CFMS committee.
 - National Officer of Services (NOS): This is a new position being created to oversee the services-oriented components of the student affairs portfolio including discounts and members services. The NOS will chair the Student Affairs Committee which will parallel the wellness committee in its focus on services.
- Global Health Portfolio
 - The overall structure of the Global Health portfolio remains generally the same with a few key changes.
 - The Global Health Liaisons form the Global Health Roundtable, chaired by the Global Health Regional Representative attaché. The Director of Global Health also sits on the roundtable as an ex-officio member.
 - Local Officers remain, however their size allows for representation from each school plus additional members who may be selected to join via selection by the nominations committee. For example, the Global Health Education committee will consist of a Local Officer of Global Health Education from each school plus 5 members as selected through the nominations committee process.
 - Creation of Global Health Partnerships Committee: to be chaired by National Officer of Partnerships. The goal of this committee is to work with the National Officer of Partnerships to improve the accessibility of global health opportunities for medical students through the effective establishment, development and maintenance of partnerships.
- Other committees

- Renaming of Lobby Day Research Committee to Day of Action Research Committee to reflect renaming of Lobby Day to National Day of Action.
- Formation of Research Committee under National Officer of Research
- Re-establishment of Student Affairs Committee to oversee CFMS member benefits and services.
- Rebranding of Social Media Engagement Committee to be Communications Committee. This allows for this committee to broaden its scope in assisting with CFMS communications including but not limited to drafting of press releases and contributing to communiqué development.

Component 3: Relevant changes to Articles 74-86 of the CFMS By-laws

- These changes have not been fully outlined as of yet, as the status of the motion will determine the outcome of the relevant Articles.
- Some changes may include:
 - Re-assigning the Chair duties
 - Re-naming of certain titles and committees referenced within the duties
 - Make reference to utilization of the dyad attaché within each description

Action items related to Resolution:

- Make the relevant changes to the CFMS By-laws