



MASSACHUSETTS
MEDICAL SOCIETY

Every physician matters, each patient counts.

Position Description for Massachusetts Medical Society Non-Physician Board Member

Organization Background

The Massachusetts Medical Society (MMS) is the statewide professional association for physicians and medical students, supporting 22,000 members. We are dedicated to educating and advocating for the physicians of Massachusetts and patients locally and nationally. A leadership voice in health care, the MMS contributes physician and patient perspectives to influence health-related legislation at the state and federal levels, works in support of public health, provides expert advice on physician practice management, and addresses issues of physician well-being. Under the auspices of the NEJM Group, the MMS extends our mission globally by advancing medical knowledge from research to patient care through the *New England Journal of Medicine*, NEJM Catalyst, and the NEJM Journal Watch family of specialty publications, and through our education products for health care professionals: NEJM Knowledge+, NEJM Resident 360, and our accredited and comprehensive continuing medical education programs. Additional information: massmed.org

Society's Mission, Vision, Core Purpose, and Values

Mission

The Massachusetts Medical Society was established as a professional association of physicians by the Commonwealth of Massachusetts in an Act of Incorporation, Chapter 15 of the Acts of 1781. Section 2 of that Act states: "The purposes of the Massachusetts Medical Society shall be to do all things as may be necessary and appropriate to advance medical knowledge, to develop and maintain the highest professional and ethical standards of medical practice and health care, and to promote medical institutions formed on liberal principles for the health, benefit and welfare of the citizens of the Commonwealth."

Our Vision

The Massachusetts Medical Society (MMS), the professional association for all physicians in the Commonwealth of Massachusetts, is the most trusted and respected leadership voice in health care, advancing medical knowledge and the medical profession to improve patient care and outcomes. We are a proactive organization that advocates for the shared interests of patients and our profession and takes a leadership role in the development of health care policy. We enhance and protect the physician-patient relationship and preserve the physician's ability to make clinical decisions for the benefit of patients. We encourage the development of standards for high quality care, and promote medical education, training, research, and the continuing education of physicians.

Core Purpose and Values

The core purpose is to unite clinicians, support the medical profession and the practice of medicine, and improve patient care and outcomes through advocacy, member services, and the dissemination of

medical knowledge. Core values: community, professionalism, quality and safety, integrity, commitment, and equity.

Board of Trustees Overview and Non-Physician Member position

The Board of Trustees (BOT) is the fiduciary of the Medical Society's assets and ensures that the organization is properly managed, remains fiscally sound and fulfills its mission. To accomplish this, the Board exercises proper oversight of the organizations' operations, and maintains the legal and ethical accountability of its staff and membership. Under the Bylaws, the Board of Trustees has the responsibility for setting priorities, for the administrative management of the Society, including personnel, property, and fiscal affairs, and for approving the annual and supplementary budgets, and for coordination of the activities of all of the Society's committees. It is responsible for the review and approval of all expenditures for directives of the House of Delegates and prioritizes implementation of House directives and health policies based on the Society's long-range goals and financial circumstances. The Board of Trustees is responsible for strategic planning for the Society. The Society's Committees on Administration, Strategic Planning, and Finance report to the Board of Trustees.

In addition, The Board serves as the sole stockholder of the Physician Insurance Agency of Massachusetts (a for profit corporation) and the Physicians Health Services corporation (a not for profit 501 C 3 subsidiary corporation) and controlling member of the Massachusetts Medical Society and Alliance Charitable Foundation, a 501 C3 charitable foundation.

The MMS' Board of Trustees is currently comprised of 32 trustees with a newly created position for one non-physician Trustee. As part of our ongoing governance reform efforts, the Board will be reduced to 17 trustees after the approved changes have been written into the bylaws. The non-physician Trustee's term will be June 1, 2024, to May 31, 2027. As the MMS continues to grow and position itself for the future, we are looking to the non-physician Trustee's patient experience and skills to complement the experience and skills of the physician trustees. To serve as the non-physician trustee, the candidate must not be a physician (MD or DO) or a medical student.

The MMS' Board of Trustees interacts in an atmosphere that encourages active debate and open dialogue. The Trustees are informed, engaged, and possess the highest personal and professional ethics, integrity, and values, along with a commitment to represent the long-term interests of the organization. This role carries the same rights and responsibilities as any other board member, except the right to vote in intra-Board elections.

Candidate Profile

Massachusetts Medical Society's Board of Trustees is focused on identifying candidates with an ability to integrate with the current Board and who will provide constructive, robust contributions to the strategic debate with an independent and broad view. The ideal candidate will have natural confidence and personal authority with a pragmatic yet inquisitive style.

Among the qualifications that the MMS considers critical to this role are the following:

- **Patient Perspective.** The MMS' BOT understands that one's personal experience with the healthcare system can be beneficial and provide a real-life understanding and point-of-view. There is a sense that these personal events can help bring some pragmatism to the more theoretical discussions on healthcare.

- **Knowledge of the Massachusetts healthcare landscape.** The candidate should have a depth of knowledge of the healthcare landscape in Massachusetts, and an understanding of public health.
- **Diversity.** The MMS is committed to diversity in its membership, staff, programs, and leadership, and the candidate should have a commitment to those principles. The Society recognizes racism as a public health crisis and the Board supports and advocates for the underlying principles set forth in its [Antiracism Action Plan](#).
- **Prior Board Experience/Fiduciary responsibilities.** The successful candidate should have familiarity and success through prior board experience to possess an understanding of the fiduciary responsibilities of the Board. These rights and duties include: Ensuring alignment of resource allocations with MMS strategic plan and budget as well as representing the MMS to internal and external audiences. Knowledge of governance matters would be highly beneficial.
- **Leadership.** The successful candidate should have previous or current leadership and strong interpersonal skills. They must demonstrate interest in the activities of the Society, should understand and respect the role of senior management, and not allow their own personal agenda to take precedence. The candidate should be someone comfortable speaking up and expressing their viewpoints in a collegial manner.
- **Behavioral Attributes.** The successful candidate should possess considerable intellectual rigor and gravitas, capable of independent thinking to be credible and to capture the respect of all the other Trustees. This person should have the ability to communicate effectively, to provide constructive contributions, to problem solve, to facilitate conflict resolution, and to work toward consensus positions. It is important that the individual can build consensus when warranted and make decisions when necessary, and to present with credibility whilst creating a sense of trust and respect. This individual will be also able to work through conflict and coalesce other board members around common points of interest.

Board Compensation

As a non-profit organization, there is no compensation attributed to this position; reasonable travel expenses will be covered. The MMS Board meetings are held virtually at this time. If future meetings will be held in person, a virtual attendance option will be available.

Time Commitment

The non-physician Trustee should possess a passion for the mission of the MMS and the medical profession and be willing to devote energy and time to serving on this Board.

- **Term and Tenure.** Single three-year term beginning in June 2024 through the MMS House of Delegates Meeting in May 2027.
- **Expected Time Commitment.** Six (6) days/year for regularly scheduled virtual Board meetings (Wednesdays – 9:00 am – 2pm) and associated preparation.