



Federation of State Physician Health Programs, Inc.

Criteria for FSPHP Board of Directors

Policy Title:	Criteria for FSPHP Board of Directors
Date:	September 2025
Originated By:	Linda Bresnahan
Revised By:	Reviewed by FSPHP Nominating Committee and FSPHP Board 2023, 2012 Revised by Member/Board Vote adding Public Member April 2020 Added FSPHP Health Equity Statement (LRB) June 2022
Approved By:	FSPHP Board of Directors 2012 / FSPHP Nomination Committee 2019 FSPHP Board April 2020
Reviewed By:	FSPHP Nomination Committee September 2025

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 Board of Directors 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 policies 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 the 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).
- Board Members must abide by the [Code of Ethical Conduct](#) established by FSPHP to promote and maintain high standards of service and personal conduct in all engagements representing the members and organization.



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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, be aware of and aligned with the values of FSPHP consistent with all Board Criteria, and will bring global vision, public accountability, and transparency to board deliberations.

Health Equity Statement (Adopted 2022)

The FSPHP adopts the Healthy People 2020 definition of health equity as "The attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities."

It is the policy of the FSPHP to engage in an active and ongoing process that affirms human diversity in its many forms, encompassing but not limited to ethnicity, race, gender, sexual orientation and identification, age, economic circumstance, class, disability, geography, and philosophy. FSPHP seeks diversity to ensure that a range of perspectives, opinions, and experiences are recognized and acted upon in achieving the association's mission.

At FSPHP, a diverse, inclusive, and equitable workplace is one where all employees, volunteers, and members, whatever their human diversity, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for membership and employment, and advancement in all of our positions. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to modeling diversity and inclusion for the entire health care profession and to maintaining an inclusive environment with equitable treatment for all.

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 is here for reference: <https://www.mass.gov/files/documents/2016/08/oz/guide-for-board-members.pdf>.