

Restructuring the ACNM



by **Katherine Camacho Carr**, CNM, PhD, FACNM President

Restructuring: I am sure some of you may think this is the Board going off on some wild and crazy re-disorganization. I assure you it is not. We are taking seriously the work of the Ad Hoc Restructuring Task Force which, through a series of conversations with the membership, identified a number of challenges that we face as the professional organization representing CNMs and CMs. The taskforce identified several topical areas where we can focus our efforts: voting and representation, issues and priorities of ACNM, cost of governance, dues and membership categories, grass roots issues and concerns, and the timing and processing of elections

As the American College of Nurse-Midwives (ACNM) enters our fifty-first year, we are caught up in a world of rapid change. Whether it is methods of communication, variations in population demographics, requirements for licensure or increased complexity in the delivery of health care services we need to respond in a manner that is purposeful and productive. The Board of Directors and staff want to take a serious look at the ACNM organizational struc-

ture in order to assure that we can accurately and efficiently address the current needs of the membership. We will focus on streamlining and improving communication at all levels of the organization with the ultimate goal of increasing member satisfaction.

The ACNM Board and I want to increase our capacity to govern the organization based on knowledge and make member services relevant to the issues we all face. The need for an examination of restructuring options with the focus on governance and membership is now. The Board has engaged Mr. James G. Dalton, author of *From Scan to Plan: Integrating Trends into Strategy Making Process* and strategic counsel for a variety of associations, to assist us in a systematic approach as we analyze the ACNM governing structures and functions. We want this to be an efficient, effective and transparent process involving all of the key stakeholders in this organization including the Board, member volunteers in our Divisions and Committees, key staff, and as many members as possible. To that end we have scheduled two open forum discussions at the annual meeting

in Salt Lake City. Led by Mr. Dalton, these sessions will focus on member's evaluation of the ACNM governance structure and procedures with respect to the organization's ability to meet membership needs. Mr. Dalton will give a brief overview of the process, followed by an interactive session to elicit input from members.

I think we can all agree that the profession and the women we serve are facing many challenges. The ACNM Board needs to be very cognizant of the changes in our environment that impact this profession and women's health care. The ACNM Board needs and wants to focus our organization's limited resources on the most critical issues to our membership and involve ourselves in on-going monitoring of the rest. We need your help and I hope to see and hear you at the annual meeting sessions on restructuring. If you are unable to attend the annual meeting but would like to submit comments on restructuring, please contact your regional representative by e-mail or mail. **Q**

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Open Forum Debates: Meeting member's expectations

The ACNM Board of Directors has hired a consultant to help guide the next phase of the organization's restructuring process. As many of you know, a Board-appointed Ad Hoc task force gathered suggestions from the membership regarding topics that should be addressed during this process. Building on this work, Jim Dalton, CAE will conduct a series of activities to help evaluate the organizational structure and governing procedures with respect to the association's ability to meet member expectations. Members who attend the 2006 ACNM Annual Meeting in Salt Lake City, Utah will have a unique opportunity to participate in this process by attending Open Forum Debates scheduled from 2-3 p.m. Sunday, May 28 and 12:15-1:15 p.m. Monday, May 29.

Members are welcome to attend any open session of a Board of Directors meeting.

2006 Meetings:

June 1-2, Salt Lake City, Utah

September 14-17, Washington, DC area

December 1-3, Washington, DC area