

## **COMMITTEE ON MEMBERSHIP**

David Podwall, MD, Chair  
David Jakubowicz, MD, Commissioner

January 13, 2022

### **ACTION ITEMS**

#### **Resolution 2021-202 - IMG Membership**

Resolution 2021-202 requests that MSSNY re-evaluate the criteria for the "Post-Medical Graduate" (PMG) category for International Medical Graduates who have not yet secured a residency position in New York but would like to be members. Criteria for this category are delineated in the MSSNY Bylaws, as follows:

#### **ARTICLE II – MEMBERSHIP**

##### **Section A – Classes**

Post-Medical Graduate members shall be individuals who reside in New York State and hold a medical school diploma from a school in the United States or Canada, or hold a medical diploma and certification by the Educational Commission for Foreign Medical Graduates but have not yet entered residency training or been employed as a physician in New York State. No individual may be a member in the post-medical graduate category for more than three years.

The resolution asks that the Educational Commission for Foreign Medical Graduates (ECFMG) certification requirement for PMG membership be removed, because due to Covid exigencies, ECFMG certification criteria have been changed. A "Pathway" requirement now replaces the formerly administered 2CS Exam. This Pathway requirement may be a barrier to ECFMG certification and, consequently, to joining MSSNY as a PMG.

The Membership Committee voted to temporarily relax the criteria to become a Post Medical Graduate member by not requiring ECFMG certification. Removing this barrier could increase membership. By establishing a pilot project, we can re-evaluate criteria for the PMG category after three years. To replace the ECFMG certification standard, the committee suggests accepting an applicant's attestation to having passed Step 1 and Step 2CK.

We note the importance of diversity and feel we should be as inclusive as possible, and believe this substitute resolution more fully explains the author's intent.

#### **COMMITTEE RECOMMENDATION:**

The Membership Committee recommends that the Council approve the following Substitute Resolution 2021-202, IMG Membership, in lieu of Resolution 2021-202:

RESOLVED, that the Medical Society of the State of New York, through a three-year pilot program, revise the requirements for Post Medical Graduate (PMG) membership for IMGs by replacing the criterion of certification by the Educational Commission for Foreign Medical Graduates with an attestation by the applicant to having passed Step 1 and Step 2CK of the United States Medical Licensing

Examination (USMLE) or an equivalent pathway to licensure if there is a future change in ECFMG requirements.

**FOR COUNCIL APPROVAL**

**Resolution 2021-204 - Promotional Period for Membership**

Resolution 2021-204 asks for the elimination of the current MSSNY policy of extending membership for 1.5 years to physicians applying as of July 1, and for pro-rating dues.

The Committee agreed that granting someone who joins in July or later an extended period of membership is good business practice. Regarding pro-rating dues, we feel it would not be possible at this time due to current business procedures. A more automated structure is ideal for pro-rating and may be a consideration for the future.

**COMMITTEE RECOMMENDATION:**

The Membership Committee recommends that the Council approve not adopting Resolution 2021-204, Promotional Period for Membership.

**FOR COUNCIL APPROVAL**

**INFORMATION ITEMS**

**New Perspectives**

The Committee sees the need for new perspectives on what has developed over the years into a Byzantine system of membership categories. With our new Vice President of Membership, Valerie Cammisio, we are now developing a strategy for a more simplified individual membership structure. Once this strategy is established, it will enable us to more easily review and consider revising dues levels. Because of the current complicated membership and dues structures, there is no clear answer to the question of what it costs to join, recruitment of new members is hampered, and staff is required to spend too much time on manual processing work.

2021 dues-year-end membership numbers only show growth in the categories that don't pay dues, Life and Dues Remission. This has been our trend over the years and needs to be turned around. Retention is good, except in the Resident/PMG categories. Here is an opportunity to attract more early career physicians.

Best practice for a membership organization is to have four to five categories of membership in total, and we will be considering ways to achieve this. As important, if not more so, is to find ways to provide greater value. We will also be looking into improving group and institutional dues structures and best practice tactics used by counties to recruit and collect dues. A guiding question: If we formed a new MSSNY today, what would be its ideal dues structure?

**FOR INFORMATION**