



BOARD OF DIRECTORS APPOINTMENT GUIDE 2020

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INTRODUCTION

The Board of Certification, Inc. (BOC) has been responsible for the certification of Athletic Trainers since 1969. The BOC was the certification arm of the professional membership organization the National Athletic Trainers' Association (NATA) until 1989. The BOC was incorporated in 1989 as a not-for-profit credentialing agency to provide a certification program for the entry-level athletic training profession. The BOC establishes both the standards for the practice of athletic training and the continuing education requirements for BOC Certified Athletic Trainers. The BOC also works with state regulatory agencies to provide credential information, professional conduct guidelines and regulatory standards on certification issues. The BOC also has the only accredited certification program for Athletic Trainers in the United States and has a mutual recognition agreement with Ireland.

Since 1982, the BOC has been continuously accredited by the National Commission for Certifying Agencies (NCCA). The BOC must undergo review and reaccreditation every five years through the NCCA, which is the accreditation body of Institute for Credentialing Excellence (ICE).

Each BOC board director serves as one of nine directors responsible for the development, implementation and management of the policies and procedures of the BOC. The BOC ensures the protection of the public through establishing the prerequisite requirements to obtain certification, the development and administration of the BOC exam and the establishment and management of continuing education requirements and the certification maintenance process.

BOC Board of Directors responsibilities include:

- Supervision, control and direction of the affairs of the BOC as well as its committees task forces, work groups and publications
- Determination of BOC policies or policy changes
- Promotion of BOC objectives
- Supervision over disbursements of BOC funds

The board may adopt rules and regulations for the conduct of BOC business as it deems advisable. In the execution of powers granted, the board may delegate certain authority or responsibility to the BOC Chief Executive Officer (CEO) and full-time staff of the BOC.

BOC'S VISION AND MISSION

Vision

The BOC exists so that health care professionals worldwide have access to globally recognized standards of competence and exceptional credentialing programs that support them in the protection of the public and the provision of excellent patient care.

Mission

To provide exceptional credentialing programs for health care professionals to assure protection of the public.

Values

Integrity, Professionalism, Fairness, Transparency, Service

Broadest Strategic Priority

The BOC exists so that health care professionals worldwide have access to globally recognized standards of competence and exceptional credentialing programs that support them in the protection of the public and the provision of excellent patient care.

BOARD OF DIRECTOR POSITION DESCRIPTION

The following job description includes a position summary, qualifications, responsibilities, terms, time commitment, etc.

Position Summary

Each board director serves as one of nine directors responsible for the development, implementation and management of the policies and procedures of the BOC. The BOC is the credentialing body for athletic training. The BOC ensures the protection of the public through establishing the prerequisite requirements to obtain certification, the development and administration of the BOC exam and the establishment and management of continuing education requirements and the certification maintenance process.

Of nine directors, six shall be BOC Certified Athletic Trainers (Athletic Trainer directors), one shall be a physician (physician director), one shall be a member of the public (public director) and one shall be a member of the corporate or educational community (corporate/educational director).

The board will connect the interests of current and future certificants with operational performance. The board will produce written governing policies that, at the broadest levels, address each category of organizational decision. Pertaining to certifications, the board will approve all requirements related to certification including eligibility, recertification, exam modification and the “**BOC** Standards of Professional Practice.” The board will ensure the fulfillment of strategic priorities, financial solvency and organizational integrity by holding the CEO accountable for successful achievement of the strategic priorities and adherence to management parameters.

Qualifications for All Directors

A person shall be eligible for appointment as a director who:

1. Does not hold elected or appointed office on a state, provincial or national regulatory board.
2. Does not serve on the CAATE Commission, NATA, Inc. or NATA Foundation, Inc. Board of Directors.
3. Demonstrates experience with oversight boards (e.g., NATA, CAATE, state athletic training organization, corporate structure, public or non-profit organizations).

Athletic Trainer Director Qualifications

Any BOC Certified Athletic Trainer shall be eligible for appointment as an Athletic Trainer director who:

1. Has been certified as an Athletic Trainer by the BOC for at least five years prior to appointment.
2. Is in good standing with the BOC.
3. Maintains current state license or equivalent credential in good standing if the state of their residence or practice regulates the profession of athletic training.
4. Possesses a current NPI number.

Physician Director Qualifications

Any person shall be eligible for appointment as a physician director who:

1. Is licensed as a medical doctor or doctor of osteopathic medicine.
2. Is currently recognized in good standing by the governmental authority responsible for licensure of their profession.
3. Demonstrates interest in health and safety through a willingness to be a physician medical advocate for consumers of athletic training services.

Exclusions

No public, physician or corporate/educational director shall practice as a BOC Certified Athletic Trainer as their primary means of employment. No director shall have any familial or supervisory relationship with any other director or staff member.

Specific Responsibilities

Within the limits of the Articles of Incorporation, the Bylaws and the Policies and Procedures of the BOC, the board director, with appropriate delegations, shall:

Overall

1. Seek to exemplify high ethical standards and to uphold and advance high ethical standards for the BOC and BOC Certified Athletic Trainers.

Administration

1. Formulate and enact the policies of the BOC including fiduciary responsibilities.
2. Approve the Practice Standards and Codes of Professional Responsibility and the prerequisite eligibility requirements for certification as an Athletic Trainer.
3. Approve standards for the continuing education requirements of BOC Certified Athletic Trainers.
4. Approve standards for the certification maintenance of BOC Certified Athletic Trainers.
5. **Establish and enact programs that promote and support the BOC's credentials** with the general public.
6. Approve **programs that promote and support the BOC's credentials by regulatory bodies.**
7. Foster harmony and seek opportunities for collaboration with the NATA and other organizations that promote the advancement of the profession of athletic training.
8. Perform any other activities that may be approved by the BOC Board of Directors, so long as they are for purposes as described by Sections 501(c)(3) or 501(c)(6) of the Internal Revenue Code as it may be amended and are in compliance with the requirements of the North Carolina Non-profit Corporation Act, Chapter 55A of the North Carolina General Statutes.
9. Formulate the strategic plan for the BOC.

Financial

1. Approve a budget for the BOC.
2. Approve reasonable exam fees that are consistent with the operating costs of the BOC and similar credentialing programs.
3. Formulate a long-term financial plan for the BOC, consistent with the goals of a non-profit organization.
4. Formulate and manage an investment plan for the BOC, consistent with the goals of a non-profit organization.

Board Meetings and Conferences Calls

1. Prepare any pertinent agenda items and forward to the CEO for inclusion in board meetings and conference calls.
2. Prepare for board meetings and conference calls with materials provided by the CEO under direction of the board president.

Term of Office

Each director shall take office at the conclusion of the December meeting of the board in the year following their appointment and serve a term of three years. The terms shall be staggered. A director may not serve more than two consecutive terms. Reappointment is at the discretion of the board.

Confidentiality and Conflicts of Interest

At the commencement of their term of office, each director shall sign an agreement stating that the director will not disclose any confidential information. If a question is raised as to the confidentiality of certain information, confidentiality will be determined by a vote of the directors. Each director will further agree to fully and promptly disclose to the BOC Board of Directors any existing or potential conflict of interest the director may have, of either a personal, professional, business or financial nature. After full disclosure, the BOC Board of Directors shall determine whether or not the director shall be excused from voting on any matter involving the conflict.

Time Commitment and Travel

1. The board has a conference call each month.
2. The board has two face-to-face meetings annually, which are scheduled for two days.
3. All conference calls and meetings of the board require preparation time of an estimated maximum of two hours per week.

QUALIFICATION CONSIDERATIONS

For each appointment, the BOC Board of Directors will assess its current skill set, requirements and needs, evaluating its current and prospective members against the following criteria.

Diversity

Each board member brings their own unique perspective to the BOC. According to the National Council of Nonprofits, “each person will bring his or her own personal and professional contacts and life experience to their service on a nonprofit board. With a diversity of experience, expertise, and perspectives a nonprofit is in a stronger position to face opportunities and challenges.”¹ The BOC does not discriminate based on diversity considerations. The nominating committee utilizes the considerations below to establish equality of representation on the board and established board needs.

Diversity considerations include:

- Gender/gender identity and racial diversity
- Geographic diversity
- Professional setting diversity

Board Participation and Attendance

It is important for the Nominating Committee to select members who will be active and committed. The Nominating Committee is interested in candidates who can commit to the following:

- Attendance and participation at the two face-to-face board meetings and monthly conference calls
- Participation as an active member on at least one board committee
- Advanced preparation for regular board meetings and committee meetings
- Advocating for the interests of the BOC between meetings

Leadership, Guidance and Vision

The BOC requires individuals who can share perspectives on issues and solutions related to the credentialing of athletic training, the health care environment and the needs of patients.

Strategic leadership coming from the BOC Board of Directors is critical for the organization to achieve its ultimate purpose:

The BOC exists so that health care professionals worldwide have access to globally recognized standards of competence and exceptional credentialing programs that support them in the protection of the public and the provision of excellent patient care.

It is because of past boards that the BOC has maintained a cutting-edge philosophy in the provision of products and services and its philosophy on governance.

¹ Diversity on Boards, <http://www.councilofnonprofits.org/resources/resources-topic/boards-governance/diversity-boards>

Image and Stature

The BOC is a thought leader among the members of the Strategic Alliance (BOC, NATA, Commission on Accreditation of Athletic Training Education (CAATE) and NATA Research and Education Foundation (NATA Foundation) for athletic training as well as the credentialing industry. Always willing to look at the big picture, the BOC has historically had no difficulty attracting candidates for board and committee service. The organization is one that does good work, is good to work for and with, and one that values diversity of opinion and constructive dialogue.

Skills and Expertise

Annually the Governance Committee will assess the competencies of current board members against the needs of the organization (in relation to its strategic plan) to identify skill and/or expertise gaps. The Nominating Committee will seek candidates who fill these gaps.

The Nominating Committee will evaluate candidates based on these general criteria through a combination of written responses to questions and interviews.

BOARD OF DIRECTOR SELECTION PROCESS

Athletic Trainer Director Calendar

DATE*	TASK
May 1	Call for candidates opens
July 1	Call for candidates closes
July 15	Nominating Committee reviews applications and selects candidates to interview
July 20-31	Nominating Committee conducts phone interviews
July 31	Nominating Committee selects applicants to move to the final round
August 1	Final round candidates are notified and requested to submit statement and video
August 15	Final round candidates submit statement and video
September 15	Committee provides the BOC Board of Directors with at least two candidates per director position for appointment consideration
September 30	BOC Board of Directors makes the appointment
October 2020	Appointed candidates notified of the outcome of the board decision
March 2021	Newly appointed Athletic Trainer director to join the BOC Board of Directors at their winter face-to-face meeting
Remainder of 2021	New Athletic Trainer director participates as a non-voting member
January 2022	New Athletic Trainer director begins first term as a full voting member of the BOC Board of Directors

**Dates are approximate and subject to change*

Physician Director Calendar

DATE*	TASK
May 1	Call for candidates opens
August 15	Call for candidates closes
September 1	Nominating Committee reviews applications and selects candidates to interview
September 14-18	Nominating Committee conducts phone interviews
October 15	Committee provides the BOC Board of Directors with at least two candidates for appointment consideration
October 30	BOC Board of Directors makes the appointment
November 2020	Appointed candidates notified of the outcome of the board decision
March 2021	Newly appointed Athletic Trainer director to join the BOC Board of Directors at their winter face-to-face meeting
Remainder of 2021	New Athletic Trainer director participates as a non-voting member
January 2022	New Athletic Trainer director begins first term as a full voting member of the BOC Board of Directors

**Dates are approximate and subject to change*

Items Required from Candidates

Athletic Trainer director candidates must submit by the designated deadline:

- Letter of interest that highlights their strengths as to why they should be selected
- Completed application (Appendix A – modified for physicians)
- Résumé or curriculum vitae

Items Required from Candidates Selected for Appointment Consideration

In order to assist the Nominating Committee and BOC Board of Directors with the appointment, the following items are necessary:

- Photo (specifications are in table below)
- Completed bio form (Appendix B)
- **Statement that answers the question “Why should I be appointed to the BOC Board of Directors?”** Please limit the statement to one page or less.
- **Expanded answer to “Why should I be appointed to the BOC Board of Directors?” to be displayed as a video narrative that is no more than 5 minutes long.** The video specifications are shown in the table below. Contact the BOC if you need assistance.

Item	Acceptable Formats		Unacceptable Formats
Text	Word	RTF	PDF, PowerPoint
Logo	GIF	JPG file	EPS, TIFF, PDF, PowerPoint
Photo	JPG	GIF file	TIFF, PDF, PowerPoint
Video	<ul style="list-style-type: none"> • WebM files - Vp8 video codec and Vorbis Audio codecs • .MPEG4, 3GPP and MOV files - Typically supporting h264, mpeg4 video codecs and AAC audio codec • .AVI - Many cameras output this format. Typically, the video codec is MJPEG and audio is PCM • .MPEGPS - Typically supporting MPEG2 video codec and MP2 audio • .WMV • .FLV - Adobe-FLV1 video codec, MP3 audio 		<ul style="list-style-type: none"> • Project files: No project files of any kind are acceptable. It is generally very easy to convert project files to a supported format • MSWMM and WLMP: You can easily convert these project files to .WMV • Audio files (MP3, WAV, etc.) and Image files (JPG, PNG, etc.): Convert these files to video slideshows



APPENDIX A

Athletic Trainer Director Candidate – Application



**BOC BOARD OF DIRECTORS
ATHLETIC TRAINING DIRECTOR APPLICATION**

(Must be typed or *neatly printed*)

Today's Date: _____	The following attachments are required with this application: ✓ <i>letter of interest that includes information you deem important to your qualifications for the director position</i> ✓ <i>copy of your resume/CV</i>	
	Full Name and Credentials: _____	
BOC Certification #:	BOC Certification Date:	NPI #: _____

PERSONAL INFORMATION

Home Address: _____ Office Address: _____

 Home Phone: _____ Office Phone: _____
 Home Email: _____ Office Email: _____
 Gender: _____ Male _____ Female Ethnicity (optional): _____

In what state(s) are you licensed/certified/registered as an Athletic Trainer: _____
 Have you ever been disciplined by a state? _____ Yes _____ No
 Have you ever been disciplined by an employer? _____ Yes _____ No

If you answered "yes" to either question above, please provide a written explanation in addition to your application and application materials.

EDUCATION

Undergraduate: _____ Degree
 _____ College/University
 Graduate: _____ Degree
 _____ College/University
 Other Education: _____ Degree
 _____ College/University

CURRENT EMPLOYMENT POSITION

Position: _____
 Responsibilities: _____

ATHLETIC TRAINING EXPERIENCES

(List most recent or current experience on Line 1)

1. _____ From: _____ To: _____
 2. _____ From: _____ To: _____
 3. _____ From: _____ To: _____

BOC, CAATE, FOUNDATION or NATA EXPERIENCE

Have you ever served on/as a:

BOC committee/task force/advisory panel/working group/test site administrator/examiner

Yes No

If yes, which one(s):

1. _____ From: _____ To: _____
2. _____ From: _____ To: _____
3. _____ From: _____ To: _____

Have you ever held an NATA, CAATE or NATA Foundation office? Yes No

Office: _____ From: _____ To: _____

Have you ever held a district office? Yes No

Office: _____ From: _____ To: _____

Please list any NATA, district, or state athletic training committees you have served on, and the years of service:

1. _____ From: _____ To: _____
2. _____ From: _____ To: _____
3. _____ From: _____ To: _____

Do you currently serve on any state, district or national regulatory board or committee? Yes No

If yes, please provide board/committee name, position held and term dates:

1. _____ Position on Board: _____ From: _____ To: _____
2. _____ Position on Board: _____ From: _____ To: _____
3. _____ Position on Board: _____ From: _____ To: _____

OTHER LEADERSHIP EXPERIENCE

1. _____ From: _____ To: _____
2. _____ From: _____ To: _____
3. _____ From: _____ To: _____
4. _____ From: _____ To: _____
5. _____ From: _____ To: _____

Have you discussed your application for the board and the time commitment and potential travel with your employer?

Yes No

Will your employer support your service to the BOC and the potential for time away from your job?

Yes No

QUESTIONS

What do you feel is the most important contribution that you personally can make to the board?

What experience have you had in deliberating possible future outcomes for an organization?

What trends or changes in the external environment do you believe will have an impact on the BOC's mission in the next three to seven years?

When you are faced with a complex situation or decision, how do you approach it?

What question(s) do you think need to be raised about the BOC and its future?

Submit ALL information to Shannon Fleming via email no later than July 6, 2020.

Email: ShannonF@bocatc.org



APPENDIX B

Athletic Trainer Director Candidate
Appointment Bio Form



BOARD OF CERTIFICATION, INC.

Athletic Trainer Director Candidate Bio

EDUCATION

Year:	Degree:	Major:	College/University:
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

BOC INVOLVEMENT AND OTHER LEADERSHIP EXPERIENCE

Years:	Role:
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Please complete this form and return it along with a digital photo of yourself (head and shoulders) in JPG format.
Please limit the size to 100K or 150x200 pixels.